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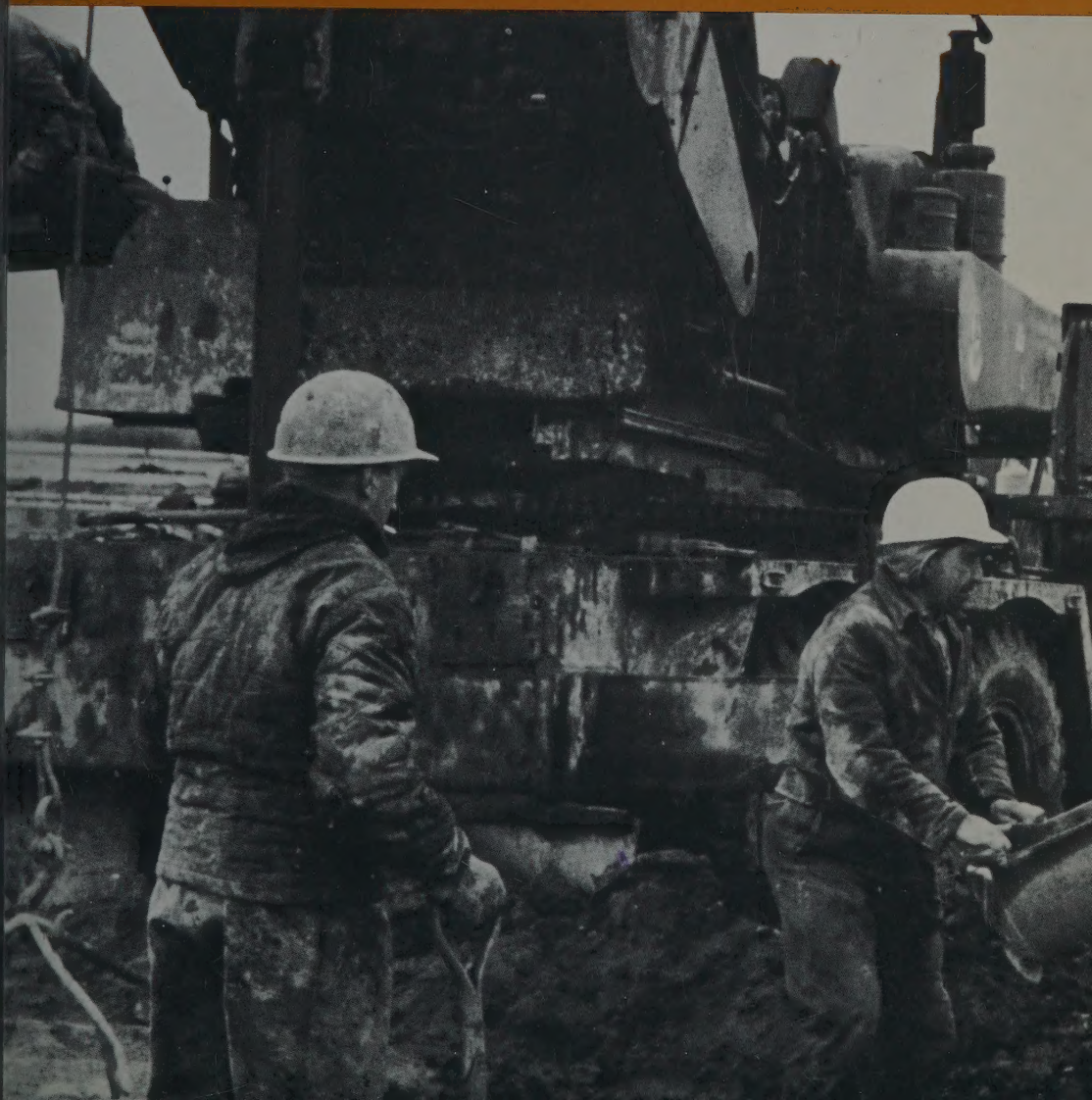
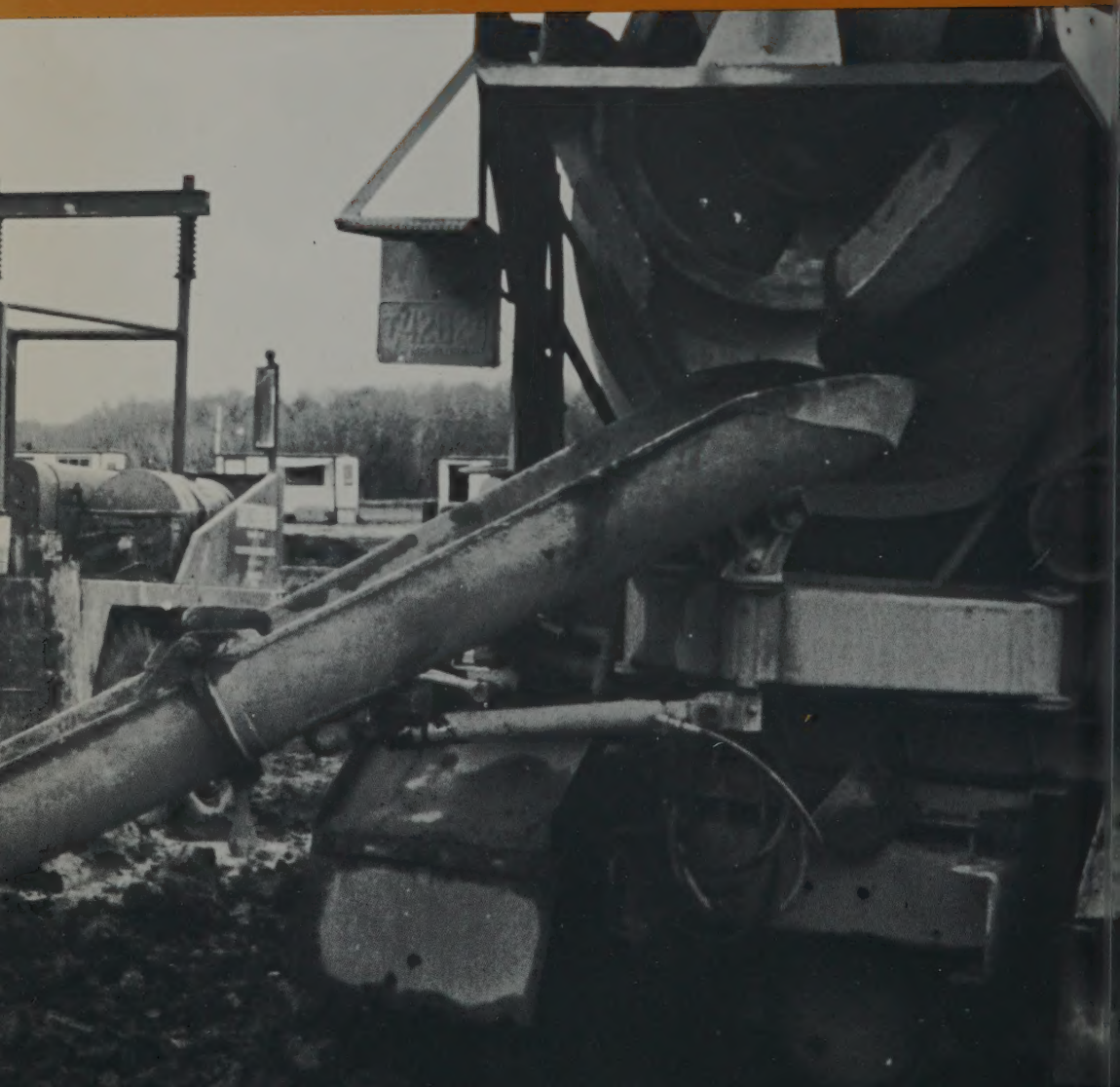


Are the mills, factories, smelters, logging camps, assembly lines and construction sites of Canada fit places to work? Is it realistic to expect workers to spend nearly half of their waking hours in this environment? See: Problem Sharing for Harmony and Profit, p. 382; Improving Labour Standards, p. 378 and Partnership with Management: Absurdity or Necessity? (Part 2), p. 367.



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n Department of Labour

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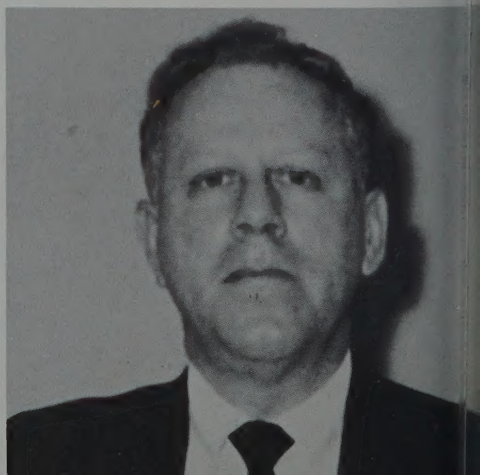
News briefs

■ **Average weekly wages and salaries in Canada rose by 7.1 per cent in 1969 to $117.63 from $109.88 in 1968.** The year-to-year percentage change was the largest in the decade, reports the Dominion Bureau of Statistics in its **Review of Employment and Average Weekly Wages and Salaries 1967-69.** All industries recorded higher average weekly wages and salaries: forestry 9.5 per cent; construction 9.5; manufacturing 7.4; trade 7.9; finance, insurance and real estate 7.2; mining 7; transportation, communication and other utilities 6.8; and service industries 6.6.

During the same period, employment increased by 3.4 per cent, compared with an increase of only 0.1 per cent from 1967 to 1968. Employment increased in all sectors except forestry, mining and construction. The greatest increase was 8.9 per cent in service industries; and the greatest decrease was 2.5 per cent in the forestry sector.

■ **Seymour Chalfin is the new U.S. Labour A to Canada.** From 1950 to 1957, Mr. Chalfin w ployed with the U.S. Department of Labour. He the U.S. foreign service in 1957 and spent mos next 10 years in Africa. At the end of 1967, posted to the U.S. Mission to the Organization nomic Co-operation and Development in Paris bour and manpower advisor. He held this positi coming to Canada in 1971. Chalfin replaces Jorn kenon, who has been U.S. Labour Attaché to since 1967.

Seymour Chalfin



nada's first union-sponsored day-care centre for ldren of working mothers opened in Victoria, B.C. il 1. Sponsor of the centre is the Victoria Branch B.C. Government Employees' Union. The 2,000- r branch donated $4,000 for the operation of the and for renovation of a building that will have s for the care of 20 children in the three-to-five up.

president Ken Kent said that electricians, car- and other trades members of the BCGEU have d their time and skills to the renovation job. derable work was needed to put the old building ape for operation as a day-care centre," said Mr.

acDonald, Director of Social and Community ns for the Canadian Labour Congress in Ottawa, t one or two union locals in Canada have partic- n day-care centre projects. "The Victoria Branch BCGEU is the first to undertake such a project Mr. MacDonald said.

plained that the centre, providing care from 7:30 6 p.m. on weekdays, will operate on a non-profit t will be staffed by a supervisor and two assis- Rates to be charged for use of the centre will cording to parents' ability to pay.

r union acting in this area is The Public Service e of Canada, which is conducting a survey of 00 members in the National Capital region on d for day care. In launching the survey, PSAC t Claude Edwards emphasized that the federal rment, as the largest employer of women in the l Capital region, has a special responsibility for ip in the provision of day-care centres for work- hers of pre-school children, and for those families ly one parent. "There are over 18,000 women for the federal Government in the National area," said Mr. Edwards, and "a significant age are mothers of pre-school children who are to supplement or totally supply the family n"

■ **Accidents are costing Ontario industry $148 million annually, reports Robert G. Loftus, General Manager of the Industrial Accident Prevention Associations.** IAPA has 52,000 member firms which together employ more than one million persons. Of the annual cost, about $62.5 million was assessed to member firms of the Associations. During 1970, progress was made in the reduction of accident frequency and severity, said Mr. Loftus. Yet accident costs continued to rise as a result of the increasing costs of services, materials and taxes.

"The prevention of injuries to people is paramount, but every incident that interrupts the smooth flow of work costs industry much more than we realize," continued Loftus. "The same causal factors that cause injuries also cause business interruption. Our Association is committed to a 'total loss control' program for the 70s. TLC involves the recording and control of all factors that downgrade the industrial enterprise. This concept emphasizes that injury frequency reflects the degree of management effectiveness."

■ **Canada received 147,713 immigrants in 1970, a decrease of 13,818 or 8.6 per cent from 1969.** "The modest reduction in immigration in 1970 reflects our economic conditions and indicates the response of immigration selection criteria to reduced employment opportunities. Strong economic conditions in most of western Europe were also a factor in reducing immigration from that area," said Manpower and Immigration Minister Otto Lang.

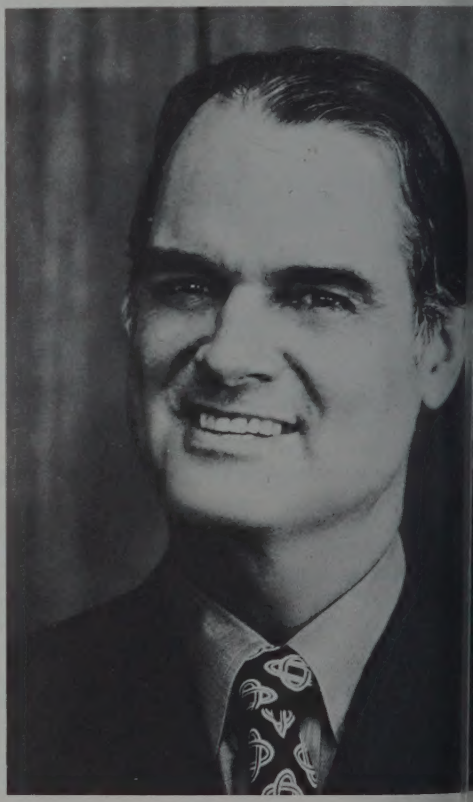
The 1970 immigration added 77,723 persons to the labour force, compared with 84,349 the previous year. The remainder, those not destined for the labour force, were largely dependants of immigrants or close relatives sponsored by individuals already in Canada. Among those intending to work in Canada, 22,412 were in the professional and technical category and 3,095 in the management field. Other intended occupations included: 12,143 clerical; 3,030 commerce and finance; 7,852 service industries; 22,006 manufacturing and construction; and 1,614 labourers.

By area, Europe and Asia contributed a lower percentage of the total movement, but there was an increase in the percentage of immigrants from the western hemisphere and Australia. Africa contributed the same percentage as in 1969.

The two major source countries for immigrants in 1970 were Great Britain, supplying 26,497 or 17.9 per cent of the total, and the United States, supplying 24,424 or 16.5 per cent. Immigration from Britain declined by almost 2 per cent, but from the U.S. it rose by 2.4 per cent. Great Britain and the U.S. were followed by Italy and Portugal, at 5.7 per cent and 5.3 per cent of total immigration.

■ **John Elchyson, Saskatchewan's Chief Industrial Relations Officer, died in February, aged 58.** Mr. Elchyson had been with the Saskatchewan Department of Labour for 19 years, first as a labour standards officer, then as conciliation officer. In 1961, he became Chief Industrial Relations Officer. During the period 1936 to 1951, he was employed in a variety of positions by the United Mine Workers of America.

■ **Ontario's new Minister of Labour is Gordon C**
49. He has been a member of the Ontario Legi
since 1963, and he served for four sessions on the
ing Committee on Labour, Legal and Municipa
At the time of his appointment as Minister of L
he was chairman of the Pension Commission of O
A lawyer, Mr. Carton served also as chairman
Legislature's Private Bills Committee and the
Committee on Corporation Law. He replaces
Bales who has become Minister of Municipal Aff



Gordon Carton

erans' disability pensions have been increased by cent as of April 1, and war veterans allowances en increased by 15 per cent. The changes mean tional $408 a year for a married pensioner who per cent disabled, bringing the total to $4,464 The maximum allowance for a married veteran o $201 a month, up $26.

nges were part of a new veterans pensions bill, rst reading by the House of Commons in March. grants special pension status to former prisoners of the Japanese, most of whom were captured Kong in 1941. The bill provides for an incapac- wance of between $800 and $2,400 for these ers. **Pensions under the Civilian War Pensions owances Act are being increased also to bring line with the increases in veterans pensions.**

l Goulet, a former director of the ILO Branch e International Labour Affairs Branch) of the Department of Labour, died suddenly in Mon- March 16 at the age of 75. He was head of nch from 1946 until his retirement in December our years after joining the Public Service of as associate director of National Selective Ser- April 1942, he became an assistant to the Deputy of Labour, and dealt with matters concerning rnational Labour Organization.

ulet attended his first ILO meeting in April 1946 or to the government delegates to the American l Conference in Mexico City, and a month later, itute government delegate, he attended his first ng Body meeting in Montreal. He participated more conferences, usually in the capacity of ent delegate, until 1961.

his tenure, Canada's participation in the work LO was stepped up, and the Branch achieved tive relationships with many labour and em- rganizations and with the provincial Depart- Labour. Mr. Goulet believed whole-heartedly ims and purposes of the ILO, and he lost no nity to promote understanding and support of ams.

The following tribute to Paul Goulet was received from George V. Haythorne, Commissioner, Prices and Incomes Commission, who was Deputy Minister of the Department between 1961 and 1969:

Those present and past members of the Canada Department of Labour who knew Paul Goulet were deeply saddened to learn of his death on March 16. For many of us in the Department it meant the loss of a long-time friend and valued colleague.

My first association with Paul Goulet goes back to the early 40s, when we worked together in the difficult and demanding years of National Selective Service. Later we came to have an even closer relationship in the senior councils both of the Department of Labour and of the International Labour Organization.

Through his quiet, modest and consistent manner he established a permanent place in the hearts and minds of all who were privileged to know him. Both inside and outside the Department he made a substantial contribution in building mutual appreciation and understanding among French- and English-speaking Canadians—a contribution that occurred at an important stage of our country's development.

There was never anything small or petty about Paul Goulet's outlook. He was a gentleman in the finest meaning of the word, with a deep sensitivity toward people and a readiness always to understand their situations. These qualities and his many contributions over the years made him one of the most highly respected members of the Department of Labour and of the Canadian Government service.

■ **Three of four major U.S. railway unions have signed agreements with railway companies after protracted negotiations and an 18-hour strike.** An emergency resolution passed by the U.S. Congress ended the strike in December 1970 and granted an immediate pay raise of 13.5 per cent. Since December, the Brotherhood of Maintenance of Way Employees, the Hotel and Restaurant Employees' and Bartenders' International Union, and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees have signed agreements providing wage increases of 43.6 per cent over 42 months. The United Transportation Union is the lone holdout.

Labour relations around the world

■ **A workforce of 100,000,000 in the United States by 1980 has been predicted by the U.S. Department of Labour in a study of U.S. manpower.** The Department prepares such a study every 10 years. Whereas the largest growth in the labour force during the 60s was among those aged 16-24, the biggest increase in the 70s will be in the 25-34 age group. The number of Blacks entering the labour force in the 16-24 age group will increase during the 70s by 43 per cent.

The proportion of women in the workforce will continue to rise, the study predicts, with married women accounting for the major share of the increase. By 1980, the number of women at work, 37,000,000, will be double the 1950 figure of 18,000,000.

White-collar workers will outnumber blue-collar workers by more than 50 per cent in 1980 with 31,000,000 blue-collar workers—up from 29,000,000 in 1970—and 50,000,000 white-collar workers—up from 38,000,000 in 1970. The number of workers in service occupations will increase to about 12,000,000 in 1980 from 10,000,000 in 1970. The number of farm workers will continue to decline.

Although the number of professional and technical workers will increase by about 50 per cent by 1980, the number of new teachers needed will be less than in the 60s. By 1980, for the first time, there will be as many professional and technical workers as blue-collar workers. And service occupations will rank second only to professionals, with a growth of 45 per cent. **By 1980, the survey says, service-producing industries will employ twice as many workers as goods-producing industries.**

■ **Britain's new industrial relations bill was passed by Parliament on March 24 (LG, Feb., p. 82).** The last clause of the bill passed after 22 hours of continuous sitting by Parliament. The new law outlaws wildcat strikes, and calls for secret ballots in serious disputes, and a 60-day, cooling-off period in official strikes affecting the national interest.

■ **Norway is considering changes in paid holi that could mean an almost Utopian existence country's workers.** A priest, a lawyer, and a doc Bjercke, who is also Secretary General of the N Medical Association, were asked by Norway's ics' Union and the Civil Servants' National As to form a committee that would investigate the of the duration of holidays according to age, service, responsibility and type of work.

The committee touched on the question of the week also, to see whether it represented an ap distribution of work and leisure. It cited a Scientist, Prof. A. Hittmair of Innsbruck, who h that, **"Medically viewed, the five-day week is mea even absurd. It is injurious to health."**

Says Dr. Bjercke, Committee Chairman: "Our tee has not taken any stand with regard to th We have thrown light on various aspects of the and drawn attention to the fact that scientists studied the problem maintain that it may b to renounce free Saturdays in favour of longer, ous holidays several times a year." The standa tion in Norway is already four weeks, fixed by committee recommended five weeks for people the age of 40, six weeks for those of 50, and sev for 60-year-olds.

The study said that the scramble to get out on weekend jaunts and to get back again tends a weekend as strenuous as work. "In a weeken don't get the relaxation they need," says Bjerc **rush to use leisure hours produces a stress situa the rest of the week."** He believes also that sh disturbs the body's daily rhythm. The study that shift workers should get longer vacations, r of age.

Bjercke points out that the committee is aware proposals present practical difficulties, because tion and business have to keep running. But he that it now is easier to spread vacations over t year. Cheap air travel enables people to tak trips to the south, thus releasing them from t tional pattern of May-to-September vacations.

The five-day week is universal in Austria, East a Germany, Sweden, Finland, Britain, Denmark viet Union and Yugoslavia. Whether or not will adopt the committee's findings is still not But, according to Bjercke, the committee has new ground and softened up the flexible holiday which, in general, marks the conditions in today."

international conference, based on the theme of in industrial and labour relations" will be held Aviv, Israel, from January 9-14, 1972. The confer- inviting the submission of papers on any of the ng themes: new directions for collective bargain- eventing and resolving industrial disputes; man- problems and adjustments in industrial societies; nging labour force; and innovations in industrial ns theories and the teaching of industrial rela- An abstract should be sent as soon as possible e finished paper by 31 August 1971—in English t longer than 3,500 words.

nference is being sponsored by the Israel Institute strial and Labour Relations, the Israel Industrial ns Research Association, and special committees United States and Europe. The conference will so as an official regional meeting of the Interna- ndustrial Relations Association. Additional in- on is available from: International Conference nds in Industrial and Labour Relations, 23 Rav St., P.O. Box 21006, Tel Aviv, Israel.

emergency bill banning strikes and lockouts for ks was passed by the Parliament of Sweden in The bill was passed to deal with Sweden's big- bour conflict since World War II. The problem when 2,500 employees, most of whom are em- by local government and social welfare agencies, n strike in February for higher pay. They were four days later by another 4,000 government cees, including 600 train controllers, bringing a rail service. Local Governments began locking ployees, and the unions retaliated by extending kes. Then the Swedish Government locked out public servants, including 25,000 teachers, and ned to lock out military officers. The emergency is designed to give the Government and public negotiators time to reach a settlement.

agreement considered "historic" by United States ction unions and industrial contractors will re- tion-wide work rules as part of an effort to curb sts in the construction industry.

n March 2, the agreement between 17 building construction unions and the National Constructors' ition would, among other things, eliminate "ex- ve overtime pay to construction workers; prohibit heedding, standby crews and work slow-downs; ontractors to hire non-union labour when union are unavailable; and permit construction to use all tools of their trade without restriction. s said the agreement would improve efficiency costs in the construction industry. The reform nt, however, carries no penalty for non-compliance. In the construction trades, local unions have considerable independence from their national headquarters, and it will be up to each union to persuade its locals and rank and file to adhere to the rules.

Charles L. Pillard, President of the International Brotherhood of Electrical Workers, and spokesman for the unions, said that the new rules would not "solve all problems or create a Utopia," but that they would set a precedent and help improve efficiency in the industry. From the union's point of view, he added, the rules would help organize workers now outside the labour movement by making union-shop contractors more competitive, and could help reduce many of the on-site disputes that sometimes turn construction projects in the United States "into a nightmare of snail's-pace progress and soaring costs."

■ **Seasonal workers from the Caribbean will be coming to Canada to assist Ontario farmers** in the growing, harvesting and canning of the 1971 fruit and vegetable crops. The program, conducted in co-operation with the governments of Jamaica, Trinidad and Tobago, and Barbados, has been in effect since 1966 to overcome shortages of Canadian workers during peak periods.

Manpower and Immigration Minister Otto Lang said that careful consideration was given to the effect of the program on the demand for Canadian labour. "The program is intended to supplement the available supply of Canadian workers during peak harvest periods, and not to replace Canadian workers," explained Mr. Lang. "Canadian students, who form a considerable part of the Ontario harvest workforce, return to schools and universities just as harvest activities are on the upswing in September." Without the help of Caribbean workers, late maturing crops can be harvested only with considerable difficulty.

Last summer a total of 1,279 Caribbeans were employed in Ontario, five per cent of the total number of workers placed by Canada Manpower Centres in the Ontario harvest.

■ **Five U.S. postal unions have signed a merger pact. The merger is subject to a membership referendum later this year.** If ratified, the merger would heal a 13-year rift between the AFL-CIO's United Federation of Postal Clerks and the National Postal Union. The other three unions involved are all AFL-CIO affiliates: the Post Office and General Service Maintenance Employees, the Post Office Motor Vehicle Employees, and the Special Delivery Messengers. All hold nation-wide bargaining rights for their crafts.

50 years ago

The Canadian Manufacturers' Association celebrated its jubilee convention; Canadian homemakers were renting houses for less than $23 a month; Calgary waiters were making $23 a week; and the iron and building trades in New South Wales were pushing for a 44-hour week.

■ **The Canadian Manufacturers' Association held its 50th annual convention in Québec City from June 7-9, 1921.** The president, J.S. McKinnon of Toronto, referred to the strides made by Canadian industries during the half century of the Association's existence. The per capita production of manufactured goods had increased from $71 in 1881 to $360 in 1917. Mr. McKinnon said that a great industrial system had been built up in Canada, employing about 700,000 people, who with their dependants constituted a total of 2,000,000 people directly dependent for their living on manufacturing.

At first confined mostly to Montreal, Toronto milton, membership in the Association at the the conference was drawn from all parts of with a marked increase from the four western p

The president referred to "recent legislation" r the reduction of hours, the fixing of minimum workmen's compensation and other social measu claimed that "the effect of this legislation is to the amount of work done by each individual, to the cost of finished products to consumers, and money from capital investment, which would increase production and promote employment."

These measures meant well, he believed, but take sufficient account of practical economic l fact that the consuming public would have to p for the articles they bought. "Our law makers relax their efforts," the president asserted. "In to the Dominion, provincial and municipal ments, there are numerous commissions and bo busily engaged in passing laws, restrictions and tions." The investment of capital should be enc he continued. During the past few years, taxat been specially heavy on manufacturing and interests. The lesson of the past few years was t public is master of us all;" employers and e are partners in production; consequently "profit benefits and all other factors entering into the production are subject to the desire and wil buyers and must be determined accordingly . . . cost of distribution, including transportation, in money and similar factors must bear a relatio the cost of production and the selling price o and this relationship is sooner or later determ . . . the public." The prevalence of unemployme the winter of 1921 was attributed to "the restr export markets, due to exchange conditions, to inclination of our buyers to purchase in a falling to the unnecessarily large importations of goo other countries which could have been made in and to the evil effects of propaganda, creatin unrest which in turn hampered the working of tive machinery."

The Industrial Relations Committee of the Ass decided on the following course of action with to the resolutions passed in the International Conference held at Washington in November oppose vigorously any legislation giving effect t 8-hour day and 48-hour week, (b) unemployme ance, and (c) the entire suppression of private ment agencies; and to endorse: (a) the prohib

ment of women six weeks before and six weeks hildbirth, (b) all reasonable restriction of night or women, and (c) the reservation of the execution ic works for periods of unemployment.

mmittee reported that, after studying the experi- f other countries in regard to unemployment ace, it found that the various schemes involved at danger of doing more harm than good." The ttee favoured a centralized system of employment es under Government control, but not to the on of private employment agencies.

ning the problems of employment and industrial s, the federal Government believed that it al- had sufficient powers under the Immigration Act epartment of Health Act to give effect to all the gton Conventions with the exception of the one to unemployment insurance, and an investiga- as then being conducted by the Department of into systems of unemployment insurance and pensions.

ling the number of work hours and conditions bur, the CMA committee found that "while many provinces already have legislation in line with of the less important conventions, such as night or women and fixing the age for the employment dren in industry at fourteen, no province has any 8-hour-day law." It was true, the report said, hour-day bills had been introduced in several of islatures, including Ontario and Manitoba, but ere not Government measures and not seriously d. **The committee, however, had issued a strong r pointing out the folly of passing such legislation. ly country, the report stated, that had ratified conventions of the Washington Conference was e.** As far as the most important of the conventions oncerned—namely, the 8-hour day and 48-hour the only countries that had made much progress reat Britain, France, Denmark, Switzerland and d, the committee said. The experience in France nmark had been that the falling-off in production en in almost exact ratio to the reduction in hours.

mmittee strongly condemned the allegations by many labour leaders and others "at the begin- the season of serious depression and unemploy- that the depression was being deliberately engin- by employers in order to be able to dismiss their yees and rehire them at lower rates of pay."

h depression grew worse the committee said, "the od of this accusation became so apparent that to some extent dropped, but it has never been formally retracted, and there is no doubt that it has done great mischief in the way of stirring up discontent and bitterness."

■ **The average rent in Canada in May 1921 was $22.84 a month for a six-room house with modern conveniences in a good locality.** Two thirds or about 65 per cent of the total income of an average family of five would go toward food, fuel, light and rent. Sirloin steak could be had for as little as 35¢ a lb., eggs were 36¢ a dozen, butter 51¢ a lb., six quarts of milk 86¢, 4 lbs. of granulated sugar 50¢, 10 lbs. of flour 64¢, and tea and coffee 56¢ a lb. The average cost of fuel and lighting for the month of May was $3.81.

■ **Waiters and waitresses on Calgary counters received $23 a week minimum wages in June 1921.** If they waited on tables, but did not collect the checks, they were paid $16.50; if they collected checks, they were paid $15.50 a week. They worked six days a week, eight and one half shifts, and could take 30 minutes on their employer's time for a meal.

■ **The demands of labour unons in the iron and building trades for a 44-hour week were causing industrial unrest in a county of New South Wales, according to the President of the New South Wales Board of Trade.** He was appointed a Royal Commission to inquire into the advisability of adopting a 44-hour week in these industries, and into the probable effects it might have on the industries concerned.

In his report, the Commissioner discussed the world movement for the reduction of hours, and enumerated the trades in Australia in which the working hours had "in recent years" been reduced below 48. He suggested in his recommendations: that the working hours in the building trades be reduced to 44 a week, with five days of eight hours each, and four hours on Saturdays: that when building mechanics were employed in industries operating on a continuous basis, the ordinary hours of the industry should be worked: and that the hours of stonemasons working under cover should be reduced to 40 a week.

The Commissioner believed also that employees in the iron trades were entitled to a reduction of working hours to 44 a week, but that the change should not become operative for a period of six months. He considered that "the immediate adoption of a shorter working week would cause serious public mischief," but that if employers were given a reasonable time to complete existing contracts and to re-organize their plants and methods, the change could be effected without dire results.

Book reviews

The Best of The Canadian Personnel Journal by J.R. Perigoe and T.F. Hercus; The Canadian Personnel and Industrial Relations Journal, Toronto; 325 pages; $5.

The Canadian Personnel and Industrial Relations Journal has just recently celebrated its 16th anniversary. To mark the occasion, Editor J. Rae Perigoe, who founded the Journal in 1954, has compiled and edited, with the help of Associate Professor Terry F. Hercus, University of Manitoba, selections of readings from the Journal and the Canadian Training Digest for the period 1955 to 1970. The book is divided into 11 sections, the last of which features articles in French only.

Labour Gazette readers will find Section VII on Labour Relations of particular interest. Some of the topics covered are: collective bargaining in the public service and its effect on the private sector; new frontiers in white-collar unionism, labour-management relations in the next decade; and the insensitivity of the unions to the real needs of members. Additional articles deal with strikes, picketing and the enforcement of labour laws, preparation for arbitration, and the so-called "sound barrier" that exists between management and labour.

Sections V and VI concern wage and salary, safety and health. Other sections deal with manpower planning and the behavioral sciences, as well as other topics of interest to personnel management. All contributions were selected for high readability and fresh, provocative approach. The entire Journal, 1954 to the present, is available on microfilm from the publisher, Suite 616, 74 Victoria Street, Toronto 1.

The Story of the Savannah, An Episode in Maritime Labor-Management Relations, by David Kuechle, Harvard University Press, Cambridge, Mass. Distributed in Canada by Saunders of Toronto Ltd. 313 pages; $10.

The story of the "Savannah" is centred around government-owned "NS Savannah," built as project of the U.S. Atomic Energy Commission Maritime Administration to demonstrate the uses of atomic energy and to provide informa the economic feasibility of a nuclear-powered m fleet for the United States. The Savannah st originally researched by Mr. Kuechle, an Associ fessor of Industrial Relations at the University ern Ontario, as a thesis toward a doctorate at University's Graduate School of Business Adm tion.

The structure of bargaining in the maritime indu proved a challenging topic for many experts labour-management field, but until the "Sav there was no opportunity for an in-depth micr study in which the myriad of problems could be into sharp focus. The book describes in detail t riences surrounding the "Savannah"—still the o of her kind—from conception until early 1969, w was operating as a merchant carrier for Amer port Isbrandtsen Lines.

As a government ship, the "Savannah" operate general agency agreements with private steamsh panies, and data from her operation provided c able evidence that the competitive status of the d U.S. merchant marine could be improved thro clear power. The ship proved perfectly seawor mechanically excellent, but even before her first the "Savannah" faced many problems. There w planning from the moment designers put their to paper. **Apparently the planners overlooked that no ship, regardless of her abundance of au equipment, can operate unless her crew membe her to.**

The book portrays the traditional rivalries amo ernment bureaus, unions, and employer gro ineffectiveness of communication and an unwil to search out common goals. High-lighted als issue of the Government's role in collective bar where the industry support derives in part f public treasury. Prof. Kuechle makes no claim study provides solutions to the historic proble are portrayed dramatically in this episode. Th however, will prove a valuable reference for management, government, and interested sch the search for solutions continues.

artnership with anagement: bsurdity or necessity?

r 2

. J. Robinson

rominent group that can be singled out as having re of industrial democracy critics is the academic mnity, complete with its labour and industrial rela- xperts, and its "professors of industry." They have rmhot and cold toward the concept for many years, ave generally ended up labelling it as an interest- ciological experiment and letting it go at that.

ehave been more specific in their criticisms, how- hd one can read comments from people like Prof. ack Herzberg, an American behavioural psychol- t, who claims that salary, hours and working condi- re mere "hygiene" and have little to do with ivation. He separates job enrichment from partic- iv management or industrial democracy, and states lthough these conditions may provide limited ffs, they are essentially concerned with changing vour by changing attitudes. "But attitudes don't g behaviour; behaviour changes attitudes," says erzberg. To each his own, I say to Herzberg.

Many of the academics who pass judgment on industrial democracy seem to be obsessed with the need to hang a political motivation label on the concept. Ian Clegg, Editor of a series of pamphlets titled "Perspectives on Work, Welfare and Society," published in Britain, and also author of a book, **A New Approach to Industrial Democracy,** states that "participation in management is the latest and most successful attempt to wean workers away from socialism." Having suggested by this statement that all workers are firmly in the grip of the demon socialists, he goes on to say that "Worker's participation in management cannot achieve any real gains in capitalist society." One wonders who is doing the "successful" wooing of the workers toward the concept if they cannot achieve any gains from it in our capitalistic society. The capitalists?

Mr. Clegg ends his treatise with the words: "I have rather pessimistically outlined the possibilities of workers' control of self-management as a millenarian stage in the process of the socialist transformation of society; but the discussion is not closed, and it is certain that some similar form of relation between man and his work will exist in future socialist societies."

Rather than let Clegg have the last word, I am again moved to wonder why anyone would want to label a simple desire on the part of the workforce to improve the conditions under which it works as "a millenarian stage in the process of the socialist transformation of society." Nonsense. **Ninety per cent of the working men and women in this country wouldn't know what a "socialist transformation of society" was if you hit them on the head with it. What's more, they couldn't care less.**

We have also the comments of another member of the academic community—William Gomberg, Professor of Industry at the University of Pennsylvania—presented in a paper to the Industrial Relations Centre of McGill University in November 1970. Prof. Gomberg titled his presentation, "The trouble with democratic management." In it he remarks that democracy "is among the misused words in our vocabulary," and he goes on to conclude that the main trouble with democratic management is that it is just too darned democratic! He states further: "Many university business schools are sources of serious confusion in their dissemination of the most fashionable current cliché in discussions about the changing nature of management—that it must become democratic or perish. Democratic management of industry has become the most modish philosophy shared by the avant-garde students of the American industrial enterprise." At least Professor Gomberg has not called it a socialist plot.

The good professor came on very strong in his presentation, and left no doubt that he is indeed occupying the chair of "industry" at the University of Pennsylvania. The nub of his remarks would seem to be that he who controls the finances also controls the democracy. He went on to point out that, as long as management at the centre controls the computor, it also controls the democracy—without "any nonsense about participative decision making at the grass roots."

Citing the late Studebaker company as a horrifying example of what can happen if management pays too much attention to being a good industrial citizen and not enough to selling their product, Gomberg offers the thought that it would be a foolish worker or middle-management executive who would prefer the Studebaker-type democracy to General Motors authoritarianism over a long-term period. He suggests also that companies like GM could be kept in line by an aggressive, independent union. An international con
ation like General Motors cannot be kept in
government, let alone an aggressive, or an inde
union. The Government of the Province of Qué
not yet been able to convince the Detroit auto
makers that there is the slightest necessity for
institute French as a working language in the G
at St. Thérèse.

**The belief that employees can and should par
meaningfully in the organization in which they
ployed is being increasingly accepted, and many
academic community hail the move as being a ne
forward step toward the re-establishment of humai
in our society.** Prof. Donald Wood of Queen's U
ty is one who sees a future for democratic partic
between management and labour. Prof. Wood
that, although there is much suspicion and fear
sides that such involvement will be misused,
a definite need for such participation, and he
more and bolder experimentation by manageme
labour.

ears ago Mr. Justice Freedman made what were ered by many to be crucial recommendations in ea of industrial democracy in his report to the Government (LG 1966, p. 4). Among these was oposal that the residual management rights the- discarded from the arbitration process. He made recommendations that many consider vital re to arrive at some reasonable harmony between zed labour and management in this country. Yet uccessive federal Ministers of Labour have chosen re his comments. Promises of early implementa- Mr. Justice Freedman's recommendations have ade and broken many times, while the report gath- t—no doubt at the bottom of someone's in-basket.

al group of identifiable critics of industrial dem- can be found among some elements of organized Their criticism, like that of all the others, is based ere convictions, and must be examined in that

ajor criticism from labour seems to stem from stion of how the concept of industrial democracy in with long-established union procedures and ties in the workplace. In many cases, labour has d these hard-won procedures and authorities only any years of bargaining and struggle; they are out to be surrendered for a "mess of pottage."
unionists believe also that some managements encourage industrial democracy or participation ttempt to reduce the power of the union on the

obably fair to say that labour is split between ho advocate participation and those who think rkers—and more particularly unions—should not ply involved with management in case they be- hibited in their activities as unionists.

ul unions, in the United States in particular, insist y must remain independent of both government nagement. Participation in management is seen ermining the principle of countervailing power acing bargaining between two free agents with ting that could be detrimental to the power posi- the union.

More recently, in Europe, industrial democracy is creating problems in those countries where the practice is already in force, as well as in those where it is not. Most of the trouble stems from the introduction of the European Common Market system. **Some unions are attempting to impose the participation concept on the Common Market Commission as a model for all European industry to follow. They are being opposed by a number of large, politically radical European unions, located primarily in France and Italy.** These unions wish to continue their struggle for the equal rights of workers by militant means. They believe that equal rights can be achieved only on the other side of the capitalistic system. For this reason they reject every form of co-determination or participation within the existing order of society. Many in their ranks believe that participation tends to disguise the social conflict between labour and private capital and betray working-class interests—and therefore that it would be detrimental to labour if the principles of industrial democracy were included in the economic and social laws being drawn up to govern all Common Market countries.

Those among organized labour who support industrial democracy are eager to use it as a tool to further their aims, and are embracing the concept as an extension or continuing part of the collective bargaining system. It is safe to say that **the industrial democracy concept has come to be identified by many in labour as one of the possible achievements of collective bargaining. This identification is based on the long-held belief that collective bargaining has been the surest way to industrial democracy, and that worker participation in the enterprise has been best served by this method.**

What little participation workers have had in management in North America has been achieved almost exclusively, up to now, through collective agreements and their application and interpretation, rather than by way of labour representation in management itself. Organized labour is convinced that by this route and no other is it possible to introduce an element of democracy into the government of industry. The fact remains, however, that in the whole labour-management relationship in Canada, nowhere does labour have a real "say" in the introduction of new technology and work practices in industry. Some observers insist that it is this particular residual management right that is causing much of Canada's current labour unrest in these times of massive layoffs caused by technological change. In their present form, the collective agreements negotiated by labour today do not and cannot deal with these problems.

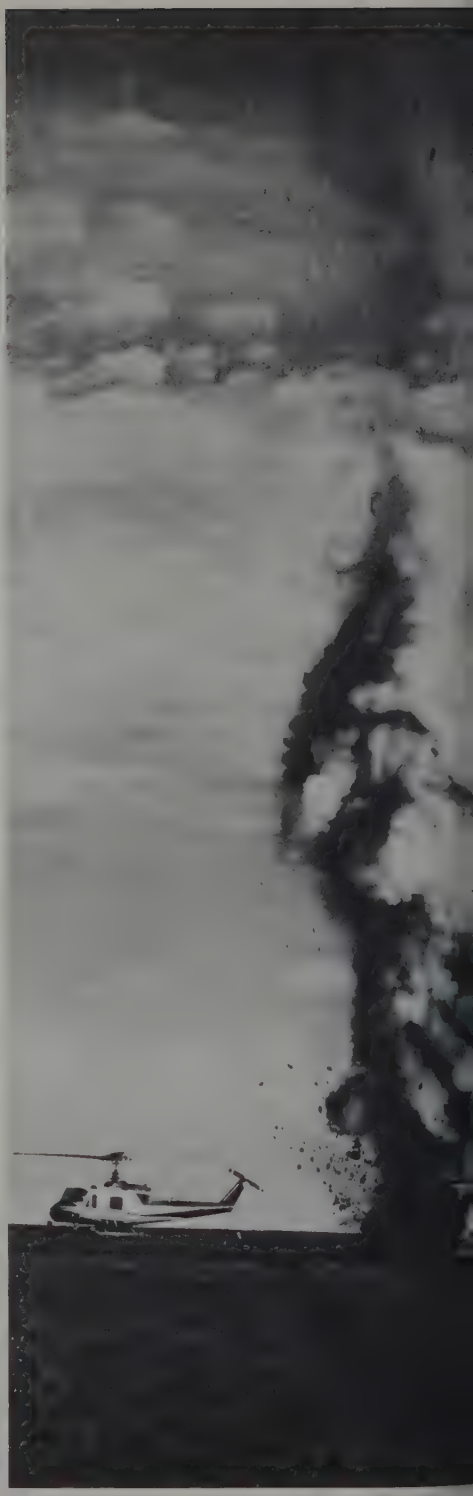
For industrial democracy to work properly in our free enterprise, capitalistic system, we require absolute freedom of the parties to the collective bargaining process, and we cannot tolerate dictatorship by employers, employees or unions. Continual conflict may be inevitable unless all parties concentrate on the most important issue: the needs of the workforce itself—the needs of workers who not only run the factories and produce the profits, but who also pay their dues to unions in return for protection of their interests and rights and the provision of services. If employees want more meaningful participation in their workplace, accommodation will have to be made by both organized labour and management in order to provide it.

At this point we should ask ourselves, Why has the philosophy of participation and democratization persisted despite rejection by academics, businessmen, a gallery of politicians, and even some segments of organized labour? Part of the answer lies in the fact of historical precedent—that the force of an idea whose time has come is irresistible. In the minds of many, the time has come for industrial democracy. For, in spite of all its detractors, the concepts, the ideas, and the philosophy it expounds are alive and growing.

There are other reasons for the current resurgence of interest in industrial democracy, reasons that are buried deep in the vitals of our way of life. Some elements of government are welcoming the participation concept because they see it as a way to promote economic stability through the reduction or removal of labour problems. Government has come to regard industrial strife as a potential focal point of social conflict, and that conflict as a possible threat to government's role as guardian of the national interest.

Official encouragement of participatory or industrial democracy might enable governments to buy long-term industrial peace without surrendering freedom of action. We must also remember the suggestion of Mr. Clegg that permitting participation in management is but the latest attempt to wean workers away from socialism. A political statement, but one that would no doubt be considered relevant in government circles.

All governments are aware that the big losers in labour strife are not just the two parties immediately involved, but the general public as well. **By encouraging the adoption of participation plans to prevent breakdowns in communication at critical periods of negotiation between labour and management, governments may thereby prevent mere problems from building into social confrontations.**



ened business management is interested in mak- imum use of its manpower resources, and it e finds at least the idea of participation accept- o many in industry it has become evident that e human resources are being wasted by tradi- nethods of operation. Such waste would not be d if the commodities being abused were raw ls. Labour is more expensive today than ever in history, and as a high-cost item it deserves ed as efficiently as possible. Any waste of human es is costly, and many managements are awaken- he fact that there may be ways to reclaim this much as they reclaim other resource material.

re other reasons why some managers in industry rested in employee participation. No doubt some s a means to beat the unions at their own game ing work practices more attractive, so that unions ss of a collective hook to hang their hats on. ls also the factor of management's concern to industrial agitation to a minimum in order to their positions as profit makers. **Statistics have hat production increases are equated to worker- fation increases, and this factor, plus qualitative ter product improvements directly connected with tal democracy, would no doubt add an attractive- the concept for most far-sighted businessmen.**

mong labour who support industrial democracy r a number of reasons. Some no doubt embrace cept because they are anxious to maintain their the power structure; they may fear that they be excluded from participation if management ween them and their membership at the plant

uld not be the case for the majority who support cept. They support it because they are sincerely ed to provide something beyond straight eco- ains for their membership, and they are simply ing to the demands of a labour force that is g increasingly dissatisfied with its place in the tal structure. Most people realize that it has tra- y been labour's role to provide leadership for rm of conditions in the workplace.

For others in organized labour, it has been frustrating to realize that, under the present system, strikes, agitation and, on rare occasions, political action are the only tools by which they are able to promote their own interests. Industrial democracy has demonstrated to many in labour's ranks that there is another way.

Forward-looking labour leaders recognize that today's average union member is better educated and more conscious of his social and economic development than were the members of a generation ago. Statistics indicate that the level of education of those entering the workforce has risen sharply in Canada since 1966, and that it will probably continue to do so. **Wages will likely continue to be No. 1 on the shopping list of labour for some time to come, but union members are now much more aware of the economic and technological developments affecting their jobs, and they are becoming less and less willing to accept their working role without question.** This is further proof of the need for industrial democracy to occupy a place of increasing importance in future negotiations with management.

Expectations among the working public are higher today than ever before, and everyone is convinced of the necessity for improving the quality of his or her life. This is another key reason for the renewed interest in industrial democracy. It has taken labour many years to establish the democratic rights that give them the freedom to form unions, elect their own officials, bargain collectively, and maintain the right to withhold their services. If these rights are to continue as meaningful tools for the working population, then perhaps industrial democracy is the only logical step for labour to take. If changes are not made, the tremendous social disruption that technological change is causing will continue to erode the institutions of both labour and management.

Much has been said and written about the wonders of automation and the benefits that it brings. As a consumer oriented society, we are continually programmed by the advertising industry to want more. The terms "newer" "better" and "faster" have been judiciously applied to convince us that planned obsolescence is necessary. **We are urged to strive continually for next year's model, rather than be content with what we have. Man has consequently been brainwashed into accepting the acquisition of things as the answer to most of his problems.**

Prof. Robert McCracken of the University of California at Los Angeles has stated that man himself may become obsolete. Prof. McCracken claims that the volume of information and the extent of its potential application have burgeoned so enormously that the human brain can no longer accommodate them. "We are already beginning to take a back seat to the big computer," he says. "Someday machines will treat us as pets." Perhaps McCracken was overstating his case; but a worker who has just lost his job to a computer would not think so.

The new technology has created prosperity for those in the workforce who have been able to find accommodation in it, but for those who have not, it has changed their lives for the worse. Because of automation, millions of workers have lost control over what they are doing. The alienation of the worker from his job is no longer just an academic phrase—it is a reality. Scientific management techniques, involving increasing use of automation and mechanization, are creating ever more rigid work patterns in most North American industries. Many persons in the workforce have been relegated to performing repetitive, mindless, and soul-destroying jobs as slaves of an automated process. Assembly line techniques have been refined by breaking down job functions into smaller and smaller units, forcing workers to move faster and think less. Pride in workmanship and a sense of belonging have been rendered meaningless by the computer age. **Many in the workforce would no doubt be prepared to accept a degree of powerlessness in their work if wages were high enough to achieve satisfaction or status outside it. But such is not the case—and the gap between job content and the intelligence the individual is able to exercise is widening.**

As industry automates at an ever-increasing pace, another threat is emerging to haunt labour: redundancy. The relentless march of the machine age is making man obsolescent in the industrial process. Newspapers carry daily accounts citing cases of workers being laid off because a change in the manufacturing process has made them redundant—losing their jobs to factors over which they have no control. What a frustrating and bitter experience for a man who has been perfecting his skill for 20 years, only to find it suddenly useless to him!

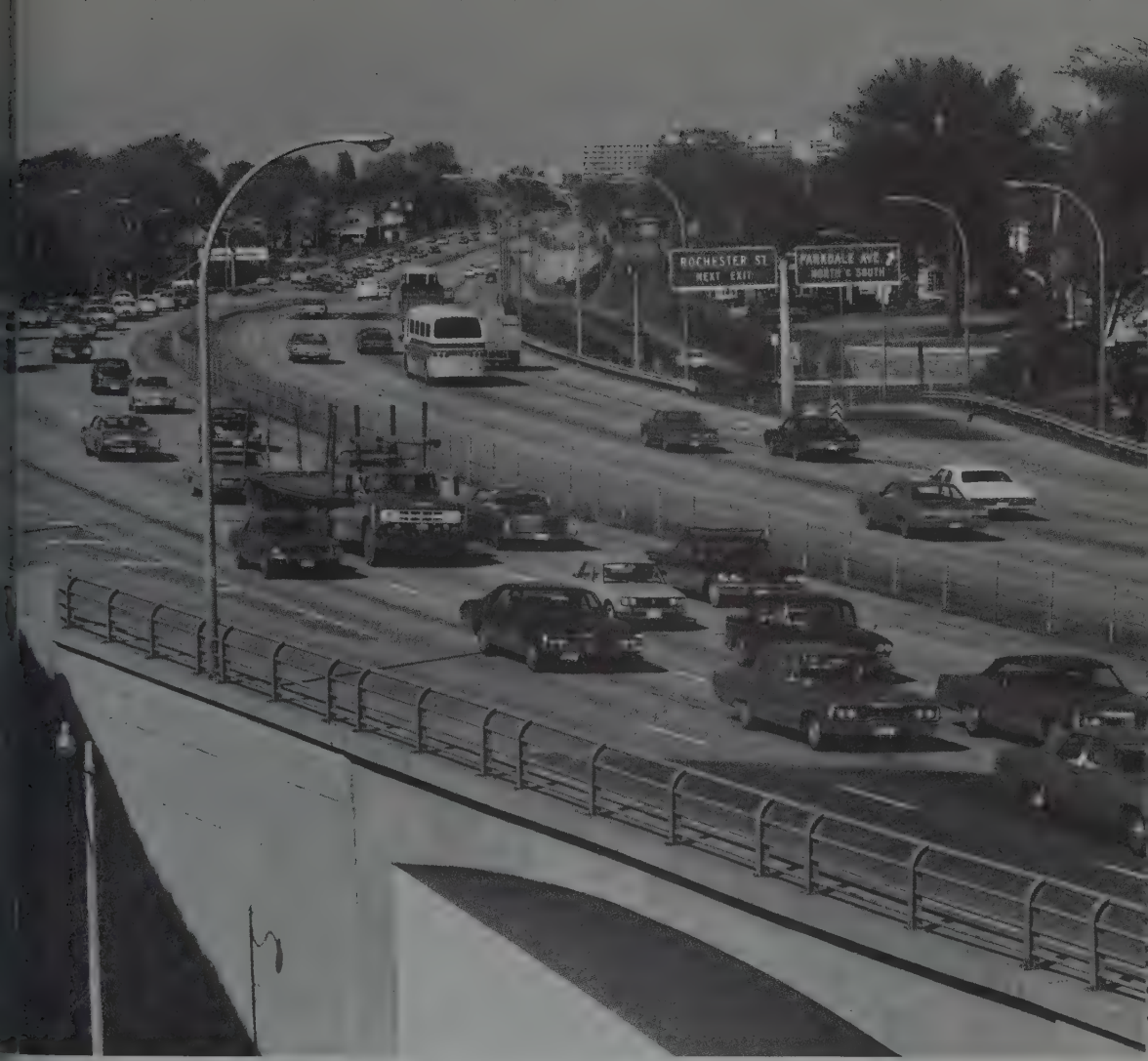
The idea of becoming technologically obsolesce not apply solely to the accepted blue-collar occu Newspapers carried recent comments of a prof Stanford University who is examining the possibi many in the managerial occupations are in da becoming incompetent because of the rapidity nological change. He suggests that individuals i agerial and executive positions become incompet a period of time, at a level at which they once per well, because they become uneducated or tec ically obsolete. In his opinion, this is becoming a problem to managerial and executive careers, an be overcome only by continual training and up of skills.

Many workers engaged in manufacturing co products find that they cannot afford to buy th they have their sights continually raised through tising, often seeing the same products they he make being touted as a necessary part of the life." **This continual confrontation with the fact t are among those who will never live the "goo manifests itself in many ways, usually at the wo Increased absenteeism, tardiness, grievances an gence, coupled with rejection of responsibility general alienation, add up to the prevailing I-don a-damn attitude in which pride in workmanship is upon with suspicion.**

Feeling frustrated with his job, and unimportan overall scheme of things, the worker who spends tightening seven bolts on a noisy, filthy, horro assembly line takes a lot of convincing to belie he is doing something important and meaningfu working life.

As automation increases, it becomes more diffi the average worker to understand or control the tion process in which he is involved. Although co of work in highly automated factories are bett those of the automobile assembly line, the worker's contact with his product becomes red the manipulation of levers and buttons, or m watching dials.

The inability to feel a sense of identification product serves only to increase worker alienati to further reduce the possibility of his achievi pride in workmanship or satisfaction with the j introduction of computers further reinforces a worker identification, because computers allow d to be taken at the top, thereby reducing on-t or shop control.



ucational facilities are producing better educated dates for the workforce, yet industry is moving in direction of ultimately presenting them with jobs that bdone by trained chimpanzees. Not everyone can omputer technician or operator, for there are only ay computers to go around.

bservers of the current industrial relations scene v that the widening gap between job content and ye of intelligence the individual is able to exercise ovide a rich bed of discontent for the seeds of dissent to grow in. The average Canadian worker is now between 30 and 35 years old, and his goals and aspirations are not the same as the traditional aims of labour in the past. The young people now in the workforce have grown up in the affluent years since World War II, and to them the great Depression was just something their fathers talked about.

Young people entering the labour force today are of the same generation as those in the universities and on the streets who are demanding changes in our Canadian way of life. It is reasonable to assume that they, too, will be unwilling to accept authoritarian management at the workplace, and will be demanding changes not only from management, but from organized labour as well.

What of the future for industrial democracy? Is there any evidence to indicate that anyone is listening to the plaintive cries of the workforce for more of a hand on the throttle? Or is the idea going to remain merely an interesting sociological experiment? Aside from the many industrial democracy projects operating in the rest of the world, with their promise of becoming the springboard for future meaningful involvement of labour in business and industry, there is evidence in Canada that organized labour, at least, is responding in a meaningful way to the new desires of the workforce. Unlike its counterparts in some countries, labour in Can attempting to change the system, rather than b part of it.

The Canadian Labour Congress was presented direct challenge, at its May 1970 Convention in E ton (LG, Aug. 1970, p. 558), by a reform caucus posed of young labour militants calling themselv "pancake group." The caucus demanded extens trade union rights into the sacred confines of ma ment, so that workers would be enabled to sh the decisions affecting the entire industrial environ from plant location to pollution control and aesth

The convention delegates were told of the need to to restrict, and ultimately to remove the unfettere of management to control the working forces, to i discipline, to determine work schedules, to sele promote supervisory staff, and to administer per

o-for-broke approach to industrial democracy prompted, no doubt in part, by an attempt to bring n to the fact that most layoffs are caused by tion, and that layoffs caused by technological are becoming a daily occurrence.

attending the convention responded in various he Congress itself has since formed a top-level tee, chaired by William Dodge, CLC Vice-Presi- study industrial democracy and its implications adian labour. The committee, which has already number of meetings to review the European nces, shows signs of definite activity. **At that same vention, however, organized labour made it very plain considers industrial democracy only as an exten- the collective bargaining system, and therefore within the jurisdiction of the unions.**

, there have been few bargaining demands put that can be identified as being directly related trial democracy practices. During recent negoti- however, the United Auto Workers introduced tal democracy demands that called for changes nbly line techniques that would make the jobs workers more interesting, and improve the qual- he product. Union negotiators pointed out that n from monotonous and unpleasant jobs has luted to breakdowns in plant discipline, and ab- m. They backed their demands with statistics that absenteeism at Ford and General Motors n sharply during the past year. An average of nt of all hourly workers, and as high as 10 per Mondays and Fridays, were absent from the ardiness and grievances are also increasing, and ur turnover at Ford last year was reported to per cent.

ed labour generally is showing that it is aware ed for changes in the system, and is responding to some challenges through use of the collective ng process. The International Brotherhood of lphite and Paper Mill Workers is bargaining olution clauses with their employers in a direct to involve the workforce meaningfully in con- ry problems.

Many unions are conducting surveys among their memberships to determine attitudes and opinions. This "pulse taking" is coming up with some strange answers. **In a recent survey of American locals, the American Newspaper Guild found that, in response to a series of 10 questions asked by the union concerning membership interests, the rank and file responded by indicating that its major concern was the lack of meaningful participation in the product.** Well down the list were salaries, wages and fringe benefits. Perhaps organized labour may yet change its shopping list to give more priority to non-wage items.

What about the managements of industry in Canada? Does the prospect of having to share decisions with their labour force frighten them? Or do they welcome it? As far as industrial democracy practices among businesses in Canada are concerned, its application appears to be a hodge-podge: joint consultation committees; some moves by various companies to acknowledge the need for more participation by middle and junior management; attitude surveys of employees asking questions like, Do you think you are informed enough?; and the usual attempts to keep the workforce reasonably happy but not necessarily involved.

Industrial relations questionnaires seem to be the "in" thing at the moment with industry, as an attempt is made to put a name to the newer forms of worker discontent. A few pulp and paper companies, aided by a knowledgeable union are making real strides toward involving their employees in company decisions and planning for technological change. But most companies don't bother explaining the "why" of automation, let alone trying to accommodate the workforce in it. Canadian schemes to date stop far short of European-style industrial democracy, or even the type practised by such U.S. firms as the Polaroid Corporation or Corning Glass.

Canadian industry has tended to stay within the confines of the labour-management co-operation range of industrial democracy, which in some cases has developed into a few meaningful social and educational projects. But it has steered clear of sharing the decision-making process with labour.

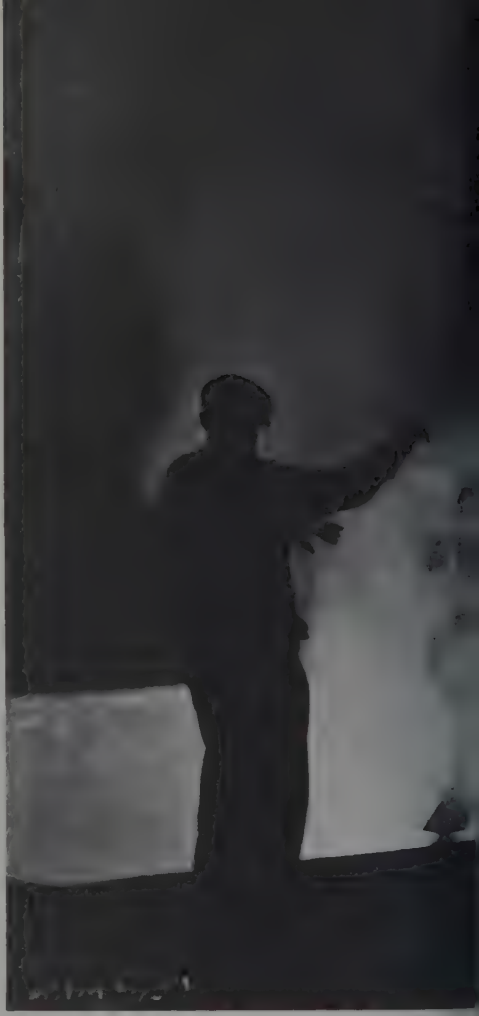
The future for industrial democracy in Canada does not look promising at the moment—particularly in view of the obvious decision by industrial executives to continue their current barrage against organized labour. Spokesmen for industry were quoted in the press recently as

speaking of the "war" between labour and management; and collective bargaining was described as resulting in a "military victory" for either side. With publicly proclaimed attitudes like the foregoing, one has every reason to be pessimistic.

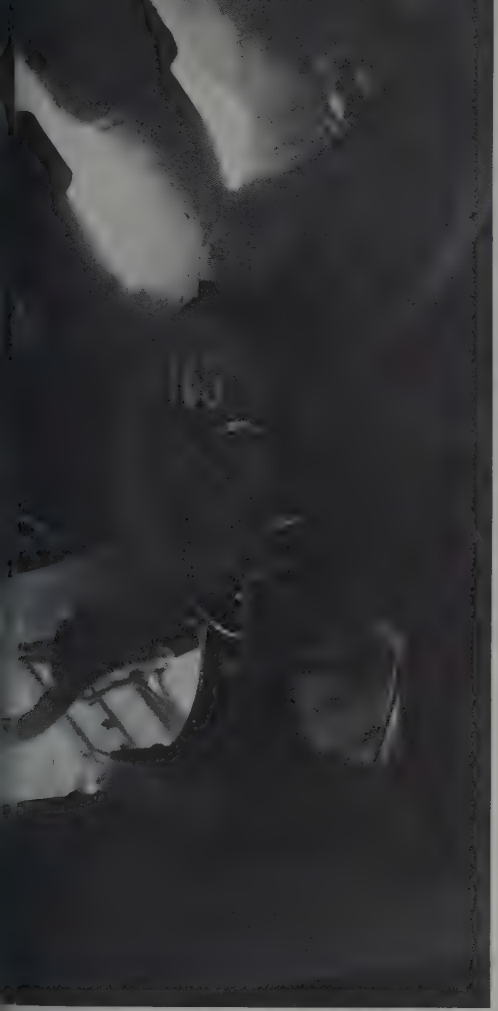
If our business and industrial community refuses to hear labour, perhaps it would listen to Prime Minister Olof Palme of Sweden, who said in a recent interview: "One of our most important jobs in the 70s will be to pass a law regarding the working environment to give employees increased rights of decision in their place of work, to fortify labour protection and health. I think the newly awakened interest in environment pollution is fantastic: we all want clean water and air. **But where the environment most directly and harshly causes suffering in the industrial society is in the places where people work daily. And it is there that the greatest environmental gains are to be made."**

Concerning the future of industrial democracy in Canada, predictions have been made that foresee more autonomous working groups in the coming decades. The disappearance of individual job classification, and less supervision, plus wider areas of decision making for workers, have also been forecast, and these progressive steps would enable employees to act at their own discretion and with their own judgment.

As I stated earlier, higher levels of education and rising expectations will, by themselves, force changes. The revolt against traditional forms of authority that we are witnessing on the campuses, when combined with technological trends, will certainly lead to the new forms of business and union organization that are predicted for Canada. **Collective bargaining will undergo some change as industrial democracy demands are incorporated by unions in response to membership wishes in this area. Demands may focus more on the life styles of workers, centring on career and production planning rather than on wages and working conditions.**



Arguments now raised against introduction of ind
democracy concepts will disappear as surely as t
tinction between hourly and salaried employe
disappear. The day that manual labour and
craftsmanship will be honoured as much as the
to operate a computer may never come, but the
duction of industrial democracy concepts wo
much to bring more meaning into the working
many.



me may be fast approaching when it will be
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re white-collar workers are organized and brought
he labour force, these groups, which have been
ionally excluded from the collective bargaining

process, will bring their eloquence and knowledge to the organized workforce, and help extend the concepts of participation and industrial democracy.

Participation, job enrichment, industrial democracy—call it what you will; they are not just empty academic catchwords, but terms to describe the involvement of a person in his working life. Not employee appeasement via Muzak, sauna bath, or company stock, but a guarantee of his democratic and human rights.

As the Papal Encyclical, "Mater et Magistra," states: "In the conduct of the affairs, and in the expansion of the enterprise, the voice of the worker should be heard, and his sense of responsibility engaged." Developing the concept further, the Council of Rome went on to say: "In economic enterprises, people are bound together, that is to say, free responsible human beings, created in the image of God. Therefore, with due consideration for the particular function of each individual, whether it be the owner, the employer, the manager, or the worker, and without prejudice to the need for unified control, the object to be pursued should be to enable each one to participate in the control of the enterprise . . ."

It is doubtful if those who are advocates of industrial democracy ever expected to receive support for their proposals from that quarter, but it is apparent that democracy works for both the organization and the individual. It is clearly time we extended this concept to our workplace, where a great number of us will spend most of our adult lives.

Justice Brandeis aptly said on April 21, 1904: **"Industrial democracy should ultimately attend political democracy."**

It has been a long time coming.

(The opinions expressed in the accompanying article are those of the author, and do not necessarily reflect the views or policies of the Canada Department of Labour.)

Improving labour standards

Federal Labour Minister Bryce Mackasey intro
his proposed amendments to the Canada Labour
dards) Code in the House of Commons in March
**amending Bill proposes, for the first time, that sta
be established governing maternity leave, notice
mination of employment, severance pay and dis
for garnishment of wages.** It provides also for imp
changes in existing standards related to the min
wage and equal pay for equal work, and it co
a number of other amendments.

The amendments will raise the federal minimum
from $1.65 to $1.75, effective 1 July 1971. The
make it possible for the minimum to be raised, in
by the Governor in Council, on the recommen
of the Minister of Labour, to avoid unnecessary
and to ensure that it keep pace with changing eco
conditions.

The Female Employees Equal Pay Act, adopted in
will be repealed and replaced by stronger pro
in the Code. Under the present Act, differences
of pay for men and women performing "ident
substantially identical work" are prohibited. **Un
proposed new provisions, the prohibition would
tended by reference to "the same or similar wo
jobs requiring the same or similar skill, effort a
sponsibility."** Under the present Act, enforceme
pends largely on receipt of written complaints
individuals. The new provisions will be subject
general inspection and enforcement procedures, a
higher penalties provided for in the Code.

**The amendments will for the first time, prohibit dis
or layoff of an employee solely because of preg
and establish also the right to maternity leave.** A
ployee with one year of service will be entitle
maximum leave covering a period of 11 weeks
and six weeks after delivery, together with any
between the estimated and actual dates of deliver
postnatal period will be compulsory unless em
and employee—supported by a medical certificate—
that a shorter period would be appropriate. Und
mal circumstances, an application for leave wil
to be made at least four weeks before the per
leave is due to begin.

**The proposed new provisions on group terminati
employment will require that an employer who is
the employment of 50 or more employees give a
notice to the Minister of Labour, the Departm
Manpower and Immigration, and any trade union
senting the affected employees.** The required min

id of notice will vary, depending on the number mployees being terminated: 50 to 100 employees, eks; 101 to 300 employees, 12 weeks; more than mployees, 16 weeks. Violation of these provisions kresult in a fine of up to $100,000.

roposed provisions would establish, for an indi- a: with at least three months of service whose em- nent is being terminated—except by way of dis- s: for just cause—an entitlement to at least two k notice, or pay in stead of notice.

mployees with at least five years service, the ding Bill will establish also, an entitlement to min- r amounts of severance pay. An eligible employee s employment is being terminated—except for dis- s: for just cause, or retirement on an immediate sion—will be entitled to two days pay for each year evice, up to a maximum of 40 days pay. Basing ntitlement on a five-day week, this would mean iimum severance benefit of two weeks pay for five r service, four weeks pay for 10 years service, six k pay for 15 years service, and eight weeks pay 2 or more years service.

The amending Bill will prohibit dismissal of an employee solely because his wages are being garnished to pay off debts. Other amendments will not change but, in one degree or another, will affect this application of existing standards governing hours of work and overtime payment, vacations with pay, and general holidays.

The new provisions concerning equal pay for equal work, maternity leave, group termination of employment, and dismissal for garnishment of wages, will apply to managerial and professional employees, as well as to all other employees under federal jurisdiction.

The industries to which the Code applies include: interprovincial or international rail, road and pipeline transportation, shipping and related services; air transportation; interprovincial or international communication by telephone, telegraph or cable; radio and television broadcasting; and banking. There are approximately 530,000 employees in the industries covered by the Code. As a matter of Government policy, standards established by the Code will apply also to the federal Public Service.

The proposed effective date of most of the amendments is 1 July 1971. Provisions relating to notice of termination of employment and severance pay will come into effect on a date to be fixed by proclamation.

Help for the troubled debtor

The following is extracted from an address delivered by Ron Basford, Minister of Consumer and Corporate Affairs, to the annual meeting of the Calgary Family Service Agencies in February.

There is no doubt about the important role the Canadian consumer plays in our country's economy. **Personal expenditure on consumer goods and services amounts to almost 60 per cent of our total national expenditure, far surpassing the total expenditures by all levels of government and industry combined.** The economic health of our community, measured by such things as income levels and employment, is directly influenced by how consumers spend their money and how much they spend.

Consumer "confidence" is the key to a healthy national economy, and a healthy company. Consumers hold the power of life and death over many major companies—all they have to do to bring a company to its knees, is to stop buying its products.

What we in the consumer movement are seeking, and I think gradually achieving, is proper protection for consumers in our market system, and the chance to bring proper balance where sometimes the retailer or lender is now favoured over the individual money spender. We are, in a sense, trying to accomplish that desired balance between those who often thrived under that r selfish philosophy of "let the buyer beware" and in the consumer movement who insist, as I do, tha seller must also take care."

Many of the needed improvements sought by consu require the changing and updating of existing legisl Much requires new legislation. Where the law is u it must be changed. And where those laws have ev to favour the retailer or lender over the buyer unfair degree, we are working to restore the ba Before World War II, the bulk of all retail purc were made in cash, often involving a discount for dollars, instead of interest payments for IOU's. more and more "cash discount" stores are springin we still have the situation—and not necessarily situation—in which most of our purchases are comp through credit.

As Prof. Jacob Ziegel, Professor of Law, McGill U sity, told the Special Senate Committee on Poverty a few months ago, **Canadians are the second la users of consumer credit in the free world.** Prof. Z quoted figures showing that consumer credit had g from $835 million at the end of 1948, to almos billion today. Consumer credit now represents ap mately 21 per cent of the net disposable income Canadians today, compared with only 7.5 per ce 1948.

For instance, **over 40 per cent of department store ness is done through credit purchase,** as is often th with car and gasoline purchase. The consumer i vised, through some very sophisticated marketing niques, that not only should he buy, but that v selling makes our economy go round. It's implied it's not even important whether we can afford the now. Somehow the "unreasoning" is presented there's always tomorrow, and there's always more c

Don't misunderstand me; credit properly, wisely carefully used can provide many advantages to Ca an consumers. But, although there are a great Canadians who have learned to live within our " ge-it" society, there are also a great many who found themselves overcommitted in money owed over their heads in unpaid bills.

It is not just "keeping up with the Joneses" that m people buy. It is understandably difficult for the av or below-average income earner to see everything available over their television sets, knowing that of it can be had through credit purchase, and n tempted to ignore economic realities while se something more.

time or another, most Canadians find they have tended their purchasing power, while underesti- their ability to repay. But, although we live in it-seductive society, and many are getting into difficulties, delinquency in repayment and exces- debtedness are not being caused solely by easily ble credit. Such factors as family illness, with- of a spouse from the labour market, the current ptably high level of unemployment, and simple nagement by the consumer of his own financial can all contribute to over-indebtedness.

an financing a car over three years cannot predict unes; he may go on strike or be laid off; someone family may become ill; or he may have seen his ncome eaten away drastically by the unacceptably ate of inflation that we in Canada have encoun- And that consumer slips into a vicious circle of ling debt as he borrows against his car, his house, urance—at ever increasing rates—in an effort to imself financially afloat, while all the time he's nining his own financial stability, and all the time anced TV set is telling him how to buy more w to re-finance.

re are many acknowledged advantages to having in our society, so there are many chances to find es in trouble with our creditors. Education on how on how to survive within today's credit-oriented can be of great help. The provincial govern- with their responsibility for education, are be- increasingly aware of the benefits and the need ring our children courses on the mathematics of n today's society. This, I think, is a most promis- n. But often that information and education is t to give to those not in school, and most in need.

s we should embark on an educational campaign the media to counteract some of the high-pres- lvertising that urges people to live it up now and ay later. We could do this by asking a few pointed ns: Is this credit purchase really necessary, or you be better off to wait and pay cash? Did you op to think how much money is actually coming re you commit yourself to paying too much out? ou provided in your budget for the unforeseen. possible emergency? Do you really know how nore your credit is adding to the original purchase

education and information in the world is of e if our laws are outdated or unfair. This is why e added protection for the buyer through an ment to our Bills of Exchange Act, which estab- new rules for consumer purchases financed by promissory notes. This is why we are now looking at the Interest Act and the Small Loans Act, to modernize some of their outdated protective measures. This is why, five years ago, a committee was set up to look carefully into our laws and the laws of other countries concerning bankruptcy and insolvency legislation.

I tabled this report in the Commons last December. It contains many recommendations, but I think that the most important of them concern individual financing. To help the individual consumer who finds himself in financial trouble, **the report works on two principles: that the debtor in trouble should be relieved of the enormous pressures of our collection system while rehabilitating his finances; and that the creditor should recover as much money owed as possible.**

The committee's proposals seek not to encourage the liquidation of one's assets, but rather to restore the debtor to economic health. The proposals seek to make rehabilitation and repayment a more attractive alternative to bankruptcy, the idea being that it is much preferable to help someone become solvent, than to further facilitate insolvency.

Many of the proposed revisions would benefit all consumers, and particularly the low-income consumer, through suggested changes in what is now Part 10 of our Bankruptcy Act. This section is intended to allow the small debtor to get a court order to consolidate his debts, so that he may repay them without that crushing burden of excessive interest payments. One fault in the present law, however, is that today the debtor may find himself repaying debts, under the consolidation agreement, for periods exceeding three years. **I agree with the committee that three years is long enough for an individual and his family to be bound to debt repayment schemes.**

Another inadequacy is that application of Part 10 of the present law requires provincial request before it is available to the troubled debtor. It has not yet been requested by four provinces—Québec, Ontario, New Brunswick and Newfoundland. The committee has recommended, as an improvement to Part 10, a comprehensive scheme whereby debtors have two avenues open, short of personal bankruptcy.

The first avenue suggested, for debtors needing only "more time" to pay off their debts in full, would allow for debt consolidation under a fixed time period of repayment, not exceeding three years. The committee

feels, as I do, that the majority of financially plagued consumers would like to repay their debts if realistic repayment schedules could be worked out.

But for the insolvent debtor, who cannot repay his debts fully in three years, another avenue is proposed. A simple and inexpensive procedure would permit this person to reach some agreement with his creditors to reduce the overall balance owing to an amount that can be realistically repaid.

The second avenue differs from the first in that a debtor would be released from the remaining balance owing after a fixed period of time, as long as he fulfills his obligations under this new arrangement. Under both schemes, a real attempt would be made to not only rehabilitate the indebted, but to help him learn money management, and to resist the future pressures that led him into financial difficulties in the first place.

This positive approach to troubled debtors is intended not only to promote financial rehabilitation, but to eliminate the hounding, the humiliation and the harassment, the garnisheed wages and pestering of family and friends that has so often accompanied bankruptcy.

Personally, I feel we are very much in need of a re and greatly improved Bankruptcy Act. **What the mittee seeks, and what I seek, through any revi is not to promote personal bankruptcy, but to over-committed debtors to regain their financial being, while remaining as contributing members our society.** Fees for the wage earner, or cons bankruptcy, range from $400 to $700, so that the burdened debtor often finds he's literally too bro go bankrupt. What the committee proposes is that trustees be established to help the individual in t by substantially reducing these fees through admi ing the bankruptcy. This would open the opti bankruptcy as a last resort to those who today co it too expensive.

A fairer chance to go bankrupt, or even better, a chance to be financially rehabilitated, is importa only for the individuals involved, but for our comm as a whole. For too long we have watched cons being swept into the whirlpool of excessive pe indebtedness, without offering to help them pull selves out. Over-indebtedness is a social illnes sometimes gets caught in today's credit oriented s but we're taking steps to cure that illness rathe continuing to treat it as a fatal disease.

Problem sharing for harmony and profit

Are the mills, factories, smelters, logging camps and assembly lines of Canada fit places to work? Is it realistic to expect workers to spend nearly half of their waking hours in this environment? asks L. H. Lorrain, Vice-President and Canadian Director of the International Brotherhood of Pulp, Sulphite and Paper Mill Workers.

In an address to the Industrial Relations Management Association of British Columbia in February, Mr. Lorrain declared that the relentless drive to increase the GNP, the breakneck speed on the assembly line, the heat, the cold, the fumes, the dust and the of the workplace are increasingly being cited by erhood members as causes for discontent.

Greater delegation of responsibility to employe trust of employees by the employer will improve th relationship, he said. "And for those who ar worried about balancing the books, it has been that an increase in production frequently paralle autonomous relationship." If conflict is going successfully resolved and strikes reduced, w through their unions, must be allowed greater

in traditional management decision-making
he collective bargaining system, therefore, must
aded into new areas to allow union members
ise greater control over their work lives, he
ed.

ted three reasons for extending the collective
ing system: "We see the immediate need to
the countervailing power of the union in what
lly an unequal relationship between the two
Secondly, we must provide a vehicle that will
orkers to express their intelligence, creativity,
ge and interest in their work, and the basis for
of activity means that workers will have to
re control over certain areas directly related
own work. Finally, management must come to
n practice, greater responsibility toward em-
and the community for decisions that affect

ested a three-part remedy to the problems.
ns that affect the lives of employees and the
mmunity cannot be based on the traditional
of the profitability of the firm, especially when
olits are measured by the firm itself in accor-
th internally developed policies. Decisions to
reduce operations, to locate or relocate, to mod-
build new facilities are matters of tremendous
or employees and the community." He said that
such as these probably could not be properly
by current collective bargaining methods, given
ent economic and social system.

ding the concept of collective bargaining, how-
e can envisage mechanisms for reducing the
n the sense of both secrecy and interest, from
ajor decisions areas. Such mechanisms would
tripartite consultation and information process
influencing management decisions." The three
ould be management, the union and the com-
s represented by government.

drew attention to recent legislation in Québec
Ontario that relates to layoffs and called it "belated
nd recognition of the principle that privacy of
mpany cannot be tolerated in decisions that have
ublic impact." Under the new laws, companies
ating layoffs must give advance notice to the
employees and to the Government. **Mr. Lorrain criticized the fact that it was not necessary for the company to notify the union, and that there was no compulsion to force the company to disclose its reasons for laying people off.**

He called for a tripartite "watchdog" agency, representing the Government, the union and the company, that would operate on a full-time basis to identify areas of trouble well in advance and to recommend solutions. He suggested that the Government was in a position to impose a variety of sanctions—such as withdrawal of rights to exploit natural resources—on companies that refused to act in the best interests of their employees and the community at large.

Lorrain suggested also that the bargaining system be extended to give workers in the plant more opportunity to determine their own work schedules. Experience in a number of countries, including Canada, has shown that workers who have the right to determine their own working schedules and methods are much happier, and that, **where such a right exists, the incidence of conflict leading to strikes is reduced dramatically. In addition, production usually increases.**

Finally, he suggested that the workers have power also to negotiate plant rules and regulations and such other local items as the selection of front-line supervisors. Concluded Lorrain: "If man is to have real social power, he must have the right to make decisions about those things that affect his life. He must be able to effectively participate—that is to say, to build, alter or reverse the way things shape his life. In our system of participation by representation, trade unions are the only practical vehicle for such participation in working life—and that participation must be real, effective and complete, based on full access to information, and not merely symbolic, with the unions confined to consultative functions."

Roundup time for the white-collar worker

The white-collar worker has lost his position as an elite member of the labour force, and he needs the kind of security and protection that can be provided only through some form of union organization, says Russell Bell, Director of Research for the Canadian Labour Congress.

Mr. Bell, Larry Sefton, Director of District 6, United Steelworkers, and Dr. Donald Wood, Director of Queen's University's Industrial Relations Centre, spoke at a two-day, CLC-sponsored conference on the white-collar worker in Toronto on February 13 and 14.

This elite position has evaporated mainly because of the growing numbers of white-collar workers. Bell reported that, between 1965 and 1969, the employment of white-collar workers increased, on an annual average basis, by 5.2 per cent; in the same period, the nu of blue-collar workers rose annually by only 2 cent. In 1959, the proportion of white-collar w in the total labour force was 38.0 per cent, com with 27.1 per cent for blue-collar workers. By 196 white-collar proportion had increased to 43.3 pe while the blue-collar proportion remained rel stable at 28.2 per cent. Although Bell cautione these figures might not be precise, he added, **"W quite safely conclude that Canada's labour force is predominantly white-collar and that furthermo trend will continue in this direction."**

A reason for this growth in the white-collar se the continuing expansion of service industries. the end of World War II, more than 90 per c the net number of new jobs created in this count been in service industries. In 1959, about 50 pe of the total employed civilian labour force was service sector, and by 1969, this proportion h creased to almost 60 per cent," reported Bell.

this growth has come some union organization white-collar area. But most of it has arisen in ublic sector, where about two thirds of the white- employees are organized. Bell declared that the e "in the private sector leaves much to be desired." kample: **of the 1,234,264 office employees in Can- n 1969, only 234,510 or 19 per cent were under act, leaving 81 per cent unorganized.**

hite-collar worker no longer has the intimate and relationship with the boss that his predecessors r at least imagined they did. In times past, the collar employee was much less numerous, indeed, elatively scarce compared with non-white-collar rs . . . While he was in a small minority, he easily ed an economic and social status denied to his re numerous non-white-collar counterpart."

w of supply and demand assured him of a posi- nd this still applies. If one wishes to achieve a ork status in our society, one gets into occupations the demand is heavy and the supply limited. But, arned, many white-collar workers cannot count nently on this, and the average white-collar r definitely cannot.

ugh the labour movement needs more white-collar mers in order to represent a larger spectrum of ie, the unorganized white-collar workers need the or movement. "Without some form of organization, erage white-collar worker will gradually, and per- not so gradually, slip into the same predicament e blue-collar workers faced a long time ago, when ad no collective representation."

ned: a policy

clar, definite and effective policy regarding the it-collar worker was called for by Larry Sefton. He nton to outline some principles that should be in- d in the policy:

None union can meet all of the needs of white-collar rkrs, but the fragmentation that "makes our present or movement less effective than it ought to be" nnt be permitted.

2. Every affiliated union wanting to organize white-collar workers must recognize the minimum provisions outlined by the Canadian Labour Congress for the right of Canadian members to elect their Canadian leadership and determine their Canadian policies.

3. Representatives for federal and provincial government employees must be exclusively within the jurisdiction of national unions.

4. Organizations now bargaining for professional or other groups, but not affiliated with the CLC, should be invited to affiliate, or to co-operate in some way. These would include teachers, nurses or engineers associations.

5. CLC-affiliated unions now organizing and representing white-collar employees should be recognized and co-operated with and, where jurisdictions overlap, every effort be made to prevent "the waste of inter-union rivalry by bringing about mergers, or by mutual assistance agreements, or by whatever means are practical and appropriate."

6. "To prevent further fragmentation of bargaining strength in the face of conglomerate corporate organizations, the office, clerical, professional and technical employees of such corporations shall be considered by the Congress and its affiliates to be within the essential jurisdiction of the union within whose jurisdiction the production and maintenance employees of the corporation lie." Such employees should not be considered to be within the jurisdiction of any of the exclusively office, clerical, professional and technical unions except by co-operative agreement with the union that represents the employees on an industry basis.

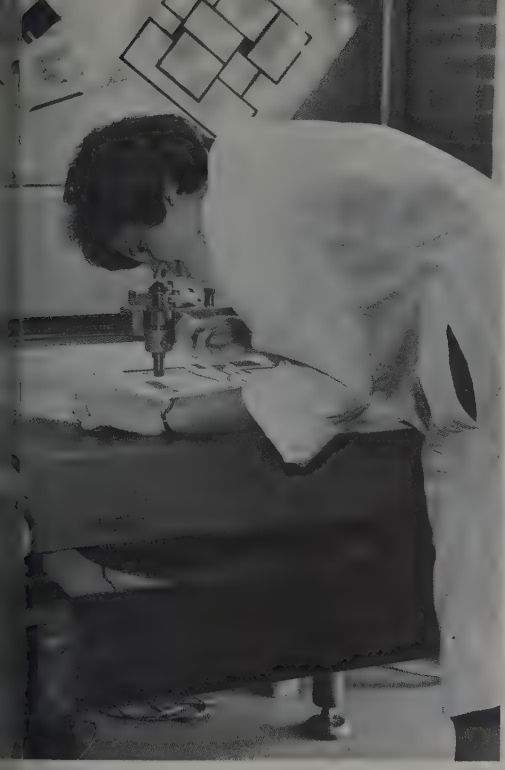
7. The CLC and its White-Collar Committee must vide the leadership and the support services nece to meet the challenge of organizing the white-c worker.

Impact on leadership

"If the labour movement does not extend organiz more broadly" into the areas of the economy tha growing dynamically, said Dr. Wood, "it is bound tc much of its vitality that has been an important fi in past union growth and influence." But white-c unionism will have an impact on the nature of u leadership, the organizational structure of the la movement, its objectives and methods of operation its idealistic outlook, he asserted.

Since World War II, there has been a series of ch that have created a more favourable environmer unionizing white-collar employees, Wood noted. explosive growth in white-collar employment is a r factor, and this itself has brought about some pers problems "commonly associated with large numb employees working together." Although his ab position has steadily improved, the relative eco status of the white-collar worker has declined in re to blue-collar workers. With the changes in the a work setting, there has been more concern abou reduction in prestige, job satisfaction and job se of the white-collar employee. **His traditionally s ties with senior management are weakening, an development of a greater community group interes brought about a greater interest in group action to common problems.**

At the same time, there has been more permissive lation and public policy concerning white-collar u ism, and the traditional stigma attached to uni has declined. There has been a decline also i number of job opportunities in management for workers, for a new layer of professional em ees—university graduates—has developed betwee office staff and senior management.



t te real sparking factors in generating office orga-atin, asserts Wood, have been "inadequate manage-nt ersonnel policies and practices, resulting in grie-nce and poor morale." Although recently some com-nie have directed more attention to the needs of these rk s, there remain a number of "personnel gaps and oblms in a number of organizations." They are: the sere of senior management, and personnel manage-ent nvolvement in office affairs; lack of a "business-c" pproach to office personnel matters; absence of tte and publicized personnel and work policies; adequate grievance and suggestion procedure; poor erision; and poor internal salary structure.

ntiued Wood: "The union movement in general has vereally attempted to organize this field on a broad nt with the financial and manpower resources or proriate approaches needed for the task at hand." e callenge, therefore, is whether "the labour move-ent geared historically mainly to blue-collar workers, i odify its philosophy, structure, policies and ap-oaces to accommodate the interests and needs of the nd expanding white-collar labour force."

According to Wood, the will to organize the white-collar area on a broad front "has not been evident to date." And he also detects a sort of "blue-collar snobbery" toward white-collar employees. This snobbery, he says, could be a real barrier in organization—particularly in manufacturing, where the support of the blue-collar union is important for success.

The type of organization necessary will run from traditional unions to traditional professional associations, he declared. There will have to be more co-operation between industrial unions and the purely white-collar unions; but in unions that cover both blue- and white-collar workers, there will have to be some white-collar autonomy and visibility in policy and related matters.

The traditional view of seniority may have to be modified for the more individualistic and promotion-oriented white-collar worker who is often interested also in job enrichment, which can mean the crossing of traditional occupational boundaries. This flexibility will have to extend to political affiliation, said Wood. "There is a great variety of white-collar groups, differing greatly politically and ideologically. They may be interested in political action, but not political affiliation."

Unions must also take into account the interests and activities of youth entering the labour force. "They have value systems markedly different from many traditional ones; they will question the purpose and objectives of their organization; they will sharply criticize policies and objectives with which they differ; they will have less regard for traditional authority or discipline; and they will demand a meaningful involvement in the policy decision-making processes."

Another important task for the labour movement, said Wood, is "to assess their organization approaches and appeals, bargaining methods, servicing activities ... to ensure that they are appropriate for the needs, interests and attitudes of white-collar workers." Finally, the emphasis will have to be shifted to purpose and goals. In the early 1960s, companies, unions, collective bargaining, even some academic disciplines, tended to make systems, policies and processes an end in themselves, rather than a means to solve social and economic problems.

The first hundred years

Sweat shops, a 12-hour day, a 72-hour week, wages of no more than a few dollars a week, and a master-servant relationship between employer and worker were the norm when a small band of unionists met 100 years ago in Toronto's Iron Moulders' hall.

From that meeting of April 12, 1871 ultimately emerged the Labour Council of Metropolitan Toronto, the oldest municipal union body in Canada. With John Hewitt as its first president, the Toronto Trades Assembly consisted of eight unions: a local of the Coopers International Union, three lodges of the Knights of St. Crispin, the Bakers, the Cigar Makers, the Iron Moulders and the Toronto Typographical Union. From this small beginning, **the central Labour Council grew and prospered so that today with 329 locals and 147,000 members** is housed in a modern $3-million, seven-storey building in Don Mills.

The shorter workday was an issue then as it is becoming today, but labour and management are more amiable toward one another than in 1872, when the publisher of the old Globe, George Brown, fought Typographical Union No. 91 over a 9-hour day, when the 10- or 12-hour day was common. In that strike, 24 printers were arrested on charges of participating in a seditio spiracy. The battle eventually ended in victory union: a nine-hour day and a 54-hour week, for the printers were paid $10. Because of this battle, as a whole won a victory. Sensing the direction political winds, the Conservative Government un John A. Macdonald introduced legislation that ex unions from the Combinations Act, under whi printers had been charged. **Women's rights were a also in those early days. In 1881, 37 years before could vote in Ontario provincial elections, wome gates were admitted to the labour assembly.** Wi over political involvement were common then to platform of the Trades and Labour Council, for 1881, said that "it is advisable in the interests o workers in this Dominion and the Province particular, that we should be represented in the tive halls . . . by a wage worker and a trade u . . ." Trades and labour council candidates in 18 1886, however, did not make it to provincial Legi seats. But the 1880s were active years on the leg front. Toronto unionists lobbied the Governm Oliver Mowat for the first intrusions into manag rights via child-labour laws. Boys under age 12 a under 14 could not work in factories because province's 1896 Factory Act. And a Council edu committee at that time protested the gap betwee and female teachers' salaries—$3 a week for men for women—as "too glaring."

Activists ruled the council. The old Knights bour—forerunner of the Congress of Industrial nizations—formed a co-operative streetcar servic the Knights struck the privately owned street company. But the strike failed.

ment made Labour Day a national holiday in and the Council took advantage of the honour, nore than 3,000 unionists marching in what one aper termed a "monster demonstration." In those too, ties with the American Federation of Labor thened, as they did with the philosophy of AFL ent Samuel Gompers. The Gompers tradition of rding your friends and punishing your enemies" led both in politics and labour.

urn of the century brought significant changes to bour world. One of the more significant was the on of the federal Department of Labour, which to legislate against strikes in public utilities, min- nd the railroads. Unemployment continued to the labour movement. A march of the jobless onto was broken up by policemen on horseback 9. Council exerted pressure on the Ontario Gov- nt in 1910 to have an adequate Workmen's Com- stion Act, and the Government appointed Justice lith to study the problem. Recommendations from ommission resulted in the Workmen's Compensa- ct, which came into being on January 15, 1915. ugh a number of aspects of the plan were criti- it stood as an example to other provinces that et to deal seriously with the question.

political activists triumphed in 1917 when the er Toronto Labour Party was formed, with Council ent James Richards as its first leader. When the L; Samuel Gompers visited Canada in 1918, and ized political action by labour, he got the same se as did David J. McDonald, president of the d Steelworkers of America, 50 years later when ged his Canadian members to stay away from the Democratic Party.

munism became a major controversy in the 1930s, he Communist Party was outlawed in 1931. In days, too, Prime Minister R.B. Bennett was threat- to use "the iron heel" to kill socialism and pro- ve movements. The Toronto Council reacted with s on "the vicious and demoralizing power of Fa- the breeder of autocracy and destroyer of the es of workers."

The AFL and John L. Lewis's new CIO split in the United States when the tension between crafts and industrial unions became too severe, and the AFL pressured Canadian labour bodies in the international union orbit to expel CIO unions. When the Labour Council expelled the CIO unions in 1940, a new amendment to the constitution required delegates to pledge that they were "not identified with the Communist and Fascist parties . . . or the AFL." The 1956 merger of the AFL and the CIO in the U.S. led to merger of the Toronto Councils, and formation of the Canadian Labour Congress at the national level.

By 1960 the Council's archives show that organizing was taking a back seat to community affairs and the promoting of legislative changes. The Labour Council today is in the forefront of the fight against racial and other forms of discrimination, but **in 1902, when immigrants streamed into the country, often to be used as cheap labour, a Council Labour Day program declared that the "yellow peril would mongrelize and contaminate the population." Now, almost 60 years later, the council and its Ethnic Labour Committee are active in programs aimed at reaching the immigrant community and in assisting newcomers with their problems.**

"Now that the early struggles for survival and recognition are over," says Donald Montgomery, President of the Labour Council of Metropolitan Toronto, "we have turned to a new role of promoting and organizing community action groups." Most of this energy is devoted to trying to help citizens who have no collective voice band together to battle the establishment. And "it doesn't matter whether the establishment is City Council, real estate developers, the Police Commission, or some welfare agencies," Mr. Montgomery adds.

Now on the threshold of a second century, organized labour in Toronto is moving out of the shop and into the community.

Price indexes

Consumer, February

The consumer price index (1961 = 100) advanced by 0.5 per cent to 130.9 in February from 130.3 in January and was 1.7 per cent above its February 1970 level. Higher prices for food consumed at home were responsible for the increase. Restaurant meal prices rose only 0.2 per cent. Increases in the prices of beef, 2.7 per cent, and fruits and vegetables, 2.5 per cent, accounted for the price increases for food consumed at home. Fresh fruit prices rose 4.0 per cent—grapefruit, 20 per cent and bananas, 16 per cent. Prices for canned and dried fruit were relatively unchanged. Among fresh vegetable items, there were seasonal price increases for cabbage, nearly 14 per cent, tomatoes, over 11 per cent, and carrots, 9 per cent. Prices for cabbage, onions, carrots, turnips, celery and bananas, were still more than 20 per cent below their level of a year ago.

There was an increase of 1.7 per cent in the prices of dairy products (excluding butter) owing mainly to higher fresh milk prices in Ontario. A rise of 1.3 per cent for bakery and cereal products resulted from higher bread prices. Increases were registered also for flour, cake mixes and some biscuits. Some grocery items, on special a month earlier, recorded marked increases. These were: sugar 8.2 per cent; jelly powder 3.7 per cent; soup 3.0 per cent; ketchup 2.5 per cent; infants' food 2.2 per cent; and soft drinks 2.1 per cent.

Pork prices declined 1.5 per cent to a level more than 22 per cent below that of February 1970. Egg prices fell for the sixth consecutive month to a level over 25 per cent below that of a year ago. Between February 1970 and February 1971 the food index declined 2.9 per cent.

The housing index advanced 0.3 per cent to 134.5 134.1 because of a rise of 0.4 per cent in the component. Under this component, the dwelling ance index increased 12.6 per cent, one of the rate increases in the past 10 years. The prices fo houses advanced 0.6 per cent, home-owner repai ges 0.4 per cent, and rents 0.1 per cent. The hou operation index remained unchanged from its Ja level. Higher prices were recorded for domestical duced fuel oil in a number of major cities. Fu items and carpets registered price declines mai cause of midwinter sales in a number of cities. De were registered also for textiles, 0.6 per cent, and hold supplies such as detergents, wax paper an wax. Household effects insurance costs increased cent, higher premiums being recorded in most cities. The housing index was 4.8 per cent above i of a year ago.

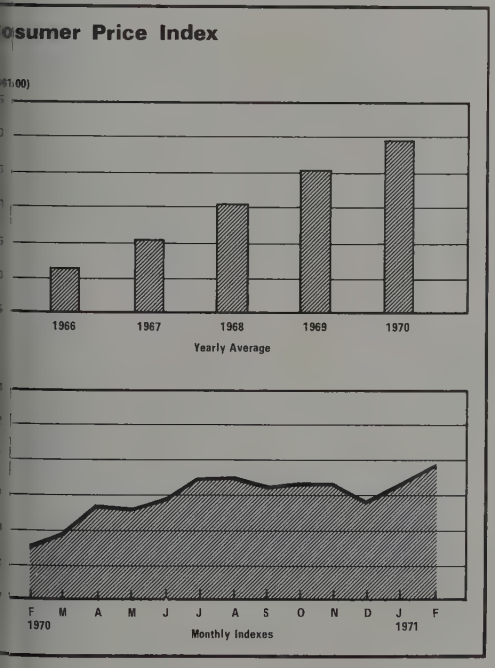
The clothing index declined 0.9 per cent to 125.5 127.0, the largest January-February decrease since 1961. This reflected price declines for men's we per cent, women's wear 1.2 per cent, children's 1.0 per cent, footwear 0.9 per cent, and piece 0.8 per cent. Among men's wear items, seasona resulted in lower prices for suits, overcoats, b shirts, windbreakers, slacks and pyjamas. Sales on dresses, sweaters and nightgowns in Toronto, a siery in Toronto and Montreal, were the major of the decline in the women's wear index. The in children's wear prices is mainly attributable t for boys' slacks and parkas, and girls' winter coa footwear index decreased because of sales for oxfords, women's street shoes and children's shoes February 1970 the clothing index has advanced cent.

The transportation index advanced 1.5 per cent t in February from 126.4 in January because of a cent advance in automobile operation prices. these items, new passenger car prices advanced cent as higher prices were recorded for some models. Automobile repair charges increased i cities as a result of higher labour and parts costs. was a rise of 2.4 per cent in automobile insuranc ges, and increases were registered for gasoline and oil prices. In other transportation components, ta increased in Ottawa, Oshawa and Brantford, a train fare index declined. Between February 19 February 1971 the transportation index advanc per cent.

ealth and personal care index remained unchanged s January level of 140.7. The health care compo- eclined 0.1 per cent as a 0.5 per cent decline in rmaceutical prices outweighed an increase in den- es in British Columbia. Among personal care s men's and women's hairdressing charges in- sed marginally, and mixed price movements were ed for toiletry items. The health and personal care was 2.2 per cent higher than a year ago.

creation and reading index advanced 0.4 per cent 3.8 from 134.2. Motion picture admission prices ed 1.4 per cent owing to increases in some the- s in scattered locations. A seasonal increase of 1.3 ct was accorded for magazine prices, and for films, ing processing charges, 0.6 per cent. The recre- nd reading index moved up 4.5 per cent between ry 1970 and February 1971.

bacco and alcohol index increased 0.5 per cent 2.6 from 127.0, as a result of a 1.0 per cent increase cco prices. In February the tobacco and alcohol was 0.9 per cent above its level of a year ago.



City consumer, February

The consumer price index (1961 = 100) advanced in all regional cities and city combinations except in Winnipeg, where the index was unchanged. The increases ranged from 0.2 per cent in Montreal and Halifax to 0.9 per cent in St. John's, Nfld. Food indexes increased in all cities except Winnipeg; transportation and recreation and reading indexes moved up in all cities, and the remaining components registered mixed movements across the country.

Regional consumer price index point changes between January and February were: St. John's +1.1 to 121.6; Vancouver +1.0 to 125.5; Edmonton-Calgary +0.9 to 127.3; Ottawa +0.8 to 128.3; Toronto +0.5 to 127.2; Saint John +0.4 to 123.0; Saskatoon-Regina +0.4 to 122.0; Montreal +0.3 to 124.7; Halifax +0.2 to 123.8; Winnipeg unchanged at 126.8.

Wholesale

The general wholesale index (1935-39 = 100) advanced 0.4 per cent in February to 286.3 from the January index of 285.3. It was 0.9 per cent lower than the February 1970 index of 288.9. Five of the eight major group indexes were higher, and three declined.

The animal products group index rose 2.1 per cent to 324.2 from 317.5 on price increases for livestock, fresh meats and hides and skins. An increase of 1.0 per cent to 377.8 from 374.2 in the wood products group index reflected higher prices for spruce, cedar and fir. The textile products group index advanced 0.9 per cent to 260.5 from 258.1 because of higher prices for miscellaneous cotton products. There were increases of 0.2 per cent or less in two major group indexes—non-metallic mineral products to 223.5 from 223.1, and chemical products to 229.2 from 229.1.

The non-ferrous metal products group index declined 1.3 per cent to 256.2 from 260.0 on lower prices for copper and its products and silver. A decline of 0.8 per cent to 240.9 from 242.9 in the vegetable products group index reflected price decreases for livestock and poultry feeds, raw rubber and unmanufactured tobacco.

New careers for older people

"New careers for older people" was the theme of the 20th Annual Southern Conference on Gerontology, held at Gainesville, Fla., during February 7-10.

The conference stressed the importance of industrial gerontology, defined as "the study of the employment and retirement problems of middle-aged and older workers. It is "the science of aging and work," and draws upon ergonomics, industrial psychology, industrial medicine, occupational and industrial sociology, adult education, industrial and labour relations and management science."

Dr. Harold L. Sheppard, W.E. Upjohn Institute of Employment Research, Washington, D.C., spoke on creating new careers for older people. He urged more emphasis on increasing incomes for older people in retirement to meet rising standards as well as rising living costs. He suggested that **one solution would be to provide job opportunities for retired persons on a full- or part-time basis, and emphasized that he was advocating meaningful career opportunities based on a person's capabilities, experience and knowledge, as opposed to make-work employment.**

Dr. Sheppard advocated more teaching of job-seeking skills, and also paid tribute to the work of Dr. Leon Koyl of Toronto in his development of the GULHEMP profile, and the training techniques for older workers developed by Drs. Eunice and Meredith Belbin in England (LG 1965, p. 41: 1967, p. 410).

A paper prepared by Charles E. Odell, Director, Office of Systems Support, U.S. Training and Employment Service, Department of Labor, was read in his absence. The paper strongly advocated that resources be applied on behalf of older persons and youth on an equitable basis. It deplored the fact that older workers had never constituted more than 11 per cent of institutional trainees in the U.S., although their proportion in the labour force was much higher. The paper pointed out also that, **as far as unemployment rates were concerned, older workers appeared to be better off than y persons, but that the duration of their unempl was longer.**

Gerald S. Rehm, President, Experience Unlimit Clearwater, Fla., described the situation of elde seekers in Florida. He explained that many pe tired to Florida on a fixed income which, re inadequate by rising costs, forces them to seek e ment. Experience Unlimited was formed in P County with a grant from the Eckerd Founda help alleviate this situation. In the country, the an estimated 190,000 persons aged 55 or over- cent of the population. During the first seven of operation, 1,393 persons were counselled; o 264 found jobs elsewhere and 823 were ready fo Between 150 and 200 were placed during the months. Experience Unlimited was also prep provide training where necessary. Mr. Rehm con "If the employer likes the job our employee is we're always willing to transfer him from our to his. We don't keep our employees on a contract just not interested in making a profit off these p all we want to do is to get them back into the world."

John Hutchinson, Office of Economic Oppo Washington, D.C., spoke on programs for the e ment of the elderly poor. He said that **there we 20,000,000 elderly persons (over 65) in the United and many of them had become poor for the fi in their lives upon reaching retirement. This was t rapidly increasing age group in the nation's pop** He explained that, if this trend continued, there have to be radical changes in employment, hous health practices.

Preparatory work was done at the conference meeting the major objectives of the White Hou ference on Aging, to be held next November are to develop: a more realistic and compre national policy for older Americans; an aroused awareness of, and concern for, older persons' nee for the development of their potential as a r resource; better methods of developing and su national, state and local efforts in the field of and national action to strengthen the means persons for independent living and the impro of their talents, to lessen their isolation, and to i their participation in family and community life

Among the more than 250 delegates who atten conference was H.L. Douse, who, until his recen ment was Chief, Section on Older Workers, Dep of Manpower and Immigration.

employment
urance
port

n December 1970 and January 1971 the number
al and renewal claims filed fell from 356,000 to
0, a reduction of 19 per cent. During a similar
o one year earlier, the reduction was 12 per cent.
ears ago there was a 3 per cent reduction. All
ices reported a lighter claim load this month.
tionately, the largest reductions were recorded in
lantic provinces where the greatest November-
ber 1970 increases occurred.

parison with January 1970 the number of claims
se by 8 per cent from 266,000. Saskatchewan,
undland and Prince Edward Island recorded
claims than a year ago. The claim load in January
as slightly less than in January 1969 when 267,000
were filed.

The average weekly estimate of beneficiaries during January 1971 was 591,000 in comparison with 337,000 in December 1970 and 549,000 in January 1970. For these three months benefit payments and average weekly benefit were $85.7 million or $36.28, $60.2 million or $35.74 and $76.5 million or $34.81 respectively. The Supplementary Unemployment Insurance Benefit of 10 per cent, effective 3 January 1971, is not included in the benefit payment data.

At the end of January there were 844,000 claimants registered for unemployment insurance benefit. This represented a 26 per cent increase over the 672,000 registered at the end of December 1970, slightly greater than the 23 per cent increase between December 1969 and January 1970. Between the end of December 1968 and January 1969 the claimant count rose by 24 per cent. The January 1970 claimant count of 659,000 was 28 per cent less than this month and 7 per cent more than the 616,000 claimants registered at the end of January 1969.

A total of 169,000 new cases of unemployment were recorded in December. This was 8 per cent more than the 156,000 recorded in December 1969. The December 1969 total was 18 per cent more than the 132,000 new cases recorded in December 1968. The distribution, by industry, has not changed significantly from December 1969.

mary Table

vi	January 1971	December 1970	January 1970	Cumulative Data: January to January 1971	Cumulative Data: 12 months ending January 1971
			(in thousands)		
r population at end of month	—	5,717	5,676	—	—
and renewal claims filed:					
Total	288	356	266	288	2,283
Initial	226	272†	212†	226	1,694
Renewal	62	85†	55†	62	589
nts currently reporting to local offices	844	672	659	844*	556*
eficiaries (weekly average)	591	337	549	591*	388*
k compensated	2,363	1,685	2,198	2,363	19,982
et paid	85,713	60,239	76,500	85,713	704,434
rde weekly benefit	$36.28	$35.74	$34.81	$36.28	$35.25

hly average.

cpancy between totals and subtotals due to rounding.

Conciliation

During March the Minister of Labour appointed conciliation officers to deal with the following disputes:

Canadian Pacific Air Lines Limited, Vancouver International Airport, and Lodge 764, International Association of Machinists and Aerospace Workers (representing printing department employees) (Conciliation Officer: D. H. Cameron).

Bushnell Communications Limited (Ottawa-Cornwall Broadcasting Limited) and the Ottawa Newspaper Guild, Local 205, American Newspaper Guild (AFL-CIO/CLC) (Conciliation Officer: H. A. Fisher).

Eastern Transport Limited, Truro, N.S., and Canadian Brotherhood of Railway, Transport and General Workers, Local 505 (Conciliation Officer: C. A. Ogden).

Cominco Ltd., (Pine Point Operations), Pine
NWT, and United Steelworkers of America (Co
tion Officers: D. H. Cameron and G. W. Rogers).

Eastern Provincial Airways (1963) Limited, G
Nfld., and The Maritime Airline Pilots' Asso
(representing Traffic Division) (Conciliation
W. J. Gillies).

Colonial Coach Lines Limited, Ottawa, Ont., and
dian Brotherhood of Railway, Transport and
Workers (Conciliation Officer: H. A. Fisher).

D. S. Scott Transport Ltd., North Vancouver
O.N.C. Motor Freight System, Burnaby, B.C.;
curity Motorways Ltd., Burnaby, B.C., and T.I.M.
Trucking Inc., Burnaby, B.C., and General
Drivers and Helpers Local 31 (Conciliation Offi
W. Rogers).

Johnstone Shipping Limited, Toronto, Ont., and
dian Marine Officers' Union (representing licens
gineers aboard the M.V. "Congar") (Conci
Officer: K. Hulse).

The National Battlefields Commission, Québec
and Public Service Alliance of Canada (Conci
Officer: R. G. Dorion).

United Grain Growers Limited (employees of th
Department, Western Region) Edmonton, Alt
Amalgamated Meat Cutters & Butcher Workm
North America, Local P-319 (Conciliation Offi
A. Franklin).

La compagnie de Radiodiffusion CKCH de
Limitée, Hull, Qué., and National Association of
cast Employees and Technicians (Conciliation
R. G. Dorion).

Transair Limited, Winnipeg International Airpo
Lodge 2223, International Association of Machini
Aerospace Workers (representing employees
maintenance department) (Conciliation Officer:
Koppel).

rways Co. Limited, Windsor, Ont. (formerly r School Bus Lines, St. Thomas, Limited) and amated Transit Union, Division 1415 (Conciliaficer: K. Hulse).

Western Airlines Limited, Vancouver Internaairport, and Canadian Air Line Pilots' Associaonciliation Officer: D. H. Cameron).

ield Dock and Terminal Co. Ltd., Valleyfield, nd Brotherhood of Railway, Airline and Steamerks, Freight Handlers, Express and Station Em- (Conciliation Officer: R. G. Dorion).

nents by conciliation officers

Provincial Airways (1963) Limited, Gander, and The Maritime Airline Pilots' Association (reing Traffic Division) (Conciliation Officer: W. J. (see above).

al Harbours Board, Halifax, N.S., and Interna- Longshoremen's Association, Local 1843 (ConcilOfficer: R. L. Kervin) (LG, May, p. 326).

elevision Network Ltd., Toronto, Ont., and Na- Association of Broadcast Employees and Techni- Conciliation Officer: H. A. Fisher) (see below).

Shipping Ltd., Toronto, Ont., and Seafarers' In- onal Union of Canada (Conciliation Officer: K. (LG, May, p. 327).

ll Marine Limited, Niagara Falls, Ont., and Sea- International Union of Canada (Conciliation K. Hulse) (LG, May, p. 327).

Harbour Ferries Ltd., Vancouver, B.C., and Canadian Merchant Service Guild (Conciliation Officer: G. W. Rogers) (LG, May, p. 327).

M.I.L. Tug & Salvage Limited, Halifax, N.S., and Canadian Brotherhood of Railway, Transport and General Workers, Local 343 (representing unlicensed and shore personnel) (Conciliation Officer: R. L. Kervin) (LG, April, p. 268).

Calgary Television Limited (CHCT-TV) Calgary, Alta., and National Association of Broadcast Employees and Technicians (Conciliation Officer: D. H. Cameron) (LG, March, p. 194).

Canadian Lake Carriers' Association (representing those companies listed in Appendix "A" of existing collective agreement) and Seafarers' International Union of Canada (Conciliation Officer: G. R. Doucet) (LG, March, p. 194).

Baton Broadcasting Limited (CFTO-TV), Agincourt, Ont., and Toronto Newspaper Guild, Local 87 (Conciliation Officer: H. A. Fisher) (LG, Jan., p. 46).

Disputes settled by mediation

Westward Shipping Ltd., Vancouver, B.C., and Canadian Brotherhood of Railway, Transport and General Workers (settled with mediation assistance of A. A. Franklin and D. S. Tysoe) (LG, June, 1970, p. 438).

Roberval Express Ltée., Montréal, Qué., and Le Syndicat du transport Routier (settled with mediation assistance of S. T. Payne) (LG, April, p. 268).

Pacific Western Airlines Ltd., Vancouver International Airport, and Canadian Air Line Dispatchers' Association (settled with mediation assistance of D. H. Cameron) (LG, April, p. 268).

Conciliation board appointed

Defence Construction (1951) Limited (employees at Nanaimo, B.C. and Courcelette, Qué.) and Public Service Alliance of Canada (LG, May, p. 326).

Conciliation boards fully constituted

The Board of Conciliation and Investigation established in February to deal with a dispute between Eastern Telephone and Telegraph Company, Sydney Mines, N.S., and International Brotherhood of Electrical Workers, Local 2096 (LG, May, p. 327) was fully constituted with the appointment of R. T. Donald of Halifax as chairman. Mr. Donald was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee Arthur William Smith, Q.C., Halifax, and union nominee John Lynk, New Glasgow, N.S.

The Board of Conciliation and Investigation established in February to deal with a dispute between Nordair Limited, Montréal International Airport, and International Association of Machinists and Aerospace Workers, Lodge 2309 (representing flight attendant personnel) (LG, May, p. 327) was fully constituted with the appointment of A. C. Dennis of Lakefield, Ont., as chairman. Mr. Dennis was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee Jean H. Gagné, Q.C., Québec City, and union nominee R. Dean, Montréal.

The Board of Conciliation and Investigation established in January to deal with a dispute between Bell Canada (Directory Sales Representatives, Western Region) and Office and Professional Employees' International Union, Local 131 (LG, April, p. 268) was fully constituted with the appointment of A. C. Dennis, Lakefield, Ont., as chairman. Mr. Dennis was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee B. M. W. Paulin, Q.C., and union nominee George Petta, both of Toronto.

The Board of Conciliation and Investigation established in January to deal with a dispute between F.M. Yorke & Son Limited (M.V. "Lorne Yorke") Vancouver, B.C., and Canadian Brotherhood of Railway, Transport and General Workers (LG, April, p. 268) was fully constituted with the appointment of R. G. Clements of Vancouver, as chairman. Mr. Clements was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee Captain John E. Dahl, Vancouver, and union nominee Captain Maury Sjoquist, District of Delta, B.C.

The Board of Conciliation and Investigation esta in January to deal with a dispute between Ca National Hotels Limited (Hotel Newfoundlar John's, Nfld., and Hotel and Restaurant Employe Bartenders' International Union, Local 779 (LG, p. 268) was fully constituted with the appointm R. Hattenhauer, St. John's, as chairman. Mr. H hauer was appointed by the Minister on the joi ommendation of company nominee A. Willian Q.C., Halifax, and union nominee James Wal John's.

The Board of Conciliation and Investigation esta in January to deal with a dispute between Ca National Hotels Limited (Hotel Nova Scotian) H N.S., and Hotel and Restaurant Employees' an tenders' International Union, Local 662 (LG, A 268) was fully constituted with the appointment o Nathan Green, Q.C., Halifax, as chairman. Judge was appointed by the Minister on the joint reco dation of company nominee A. William Cox, Q.(union nominee Leo F. McKay, both of Halifax.

Conciliation board reports received

Neil Penner Highway Service, Morden, Man., an eral Drivers, Warehousemen and Helpers, Loc (LG, Jan., p. 47) (full text appears in Supplem 3, 1971).

CP Rail (Atlantic, Eastern, Prairie and Pacific R including Québec Central Railway) and Broth of Locomotive Engineers (LG, Jan., p. 47) (fu appears in Supplement No. 3, 1971).

Canadian National Railways (Atlantic, St. La and Great Lakes, Prairie and Mountain Regio Brotherhood of Locomotive Engineers (LG, Jan. (full text appears in Supplement No. 3, 1971).

Canadian Broadcasting Corporation and Canadia Service Guild, Local 213 (LG, Oct., 1970, p. 73 text appears in Supplement No. 2, 1971).

ation board not appointed

elevision Network Ltd., Toronto, Ont., and Na-lAssociation of Broadcast Employees and Techni-s .G, May, p. 326).

ement reached after board procedure

North Shore and Labrador Railway Company, -ls, Qué. (crew clerks) and United Transportation r LG, May, p. 328).

ement before commencement of Board pro-ings

Cnada (Directory Sales Representatives, Western o) and Office and Professional Employees' Inter-r'l Union, Local 131 (See above).

Settlement reached by conciliation board

Federal Grain Limited; Manitoba Pool Elevators; National Grain (1968) Limited; Parrish & Heimbecker Limited; Richardson Terminals Limited; Saskatchewan Wheat Pool; United Grain Growers Limited; Westland Elevators Limited, and Lodge 650, Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees (LG, May, p. 327).

Settlement in post-conciliation board mediation

Canadian Broadcasting Corporation and Association of Radio and Television Employees of Canada (mediation assistance provided by C. E. Poirier and G. R. Doucet) (LG, May, p. 328).

ertification

ifiation

Cnada Labour Relations Board met for six days ngMarch. It granted eight applications for certifica-rected two, ordered three representation votes, abwed the withdrawal of four applications for iction. During the month, the Board received 14 ctions for certification. It also received and grant-requests for review of earlier decisions.

ictions for certification granted

yilicat des Journalistes de Montréal Inc. (CSN) ehlf of a unit of employees of Radio-Drummond té Drummondville, Qué., employed at Radio Sta-CHRD-AM and CHRD-FM (LG, Feb., p. 121).

Building Material, Construction and Fuel Truck Drivers Union, Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Humphrey Construction Ltd., North Vancouver, B.C., engaged as drivers in construction work in the Yukon Territory (LG, Feb., p. 121).

Cartage and Miscellaneous Employees Union, Local 931, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of truck drivers and truck drivers' helpers employed by John N. Brockelsby Transport Limited, Montreal, Qué. (LG, March, p. 193).

Canadian Marine Officers' Union on behalf of a unit of captains and assistant captains employed by Marine Industries Limited Montreal, Qué. (LG, April, p. 267).

National Association of Broadcast Employees and Technicians on behalf of a unit of employees of CHLT Radio Sherbrooke Ltée., Sherbrooke, Qué. (LG, May, p. 329).

National Association of Broadcast Employees and Technicians on behalf of a unit of employees of CHLT Télé-7 Ltée., Sherbrooke, Qué. (LG, May, p. 329).

Building Material, Construction and Fuel Truck Drivers Union, Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of engineers, conductors, and brakemen employed in railway operations by The British Yukon Railway Company at Whitehorse, Y.T. (LG, May, p. 329).

International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, Local 338, Grain, Flour and Seed Workers, on behalf of a unit of employees in the Seeds Department of Manitoba Pool Elevators at St. Boniface, Man. (see Applications for Certification Received, below).

Applications for certification rejected

Seafarers' International Union of Canada, applicant, and La Compagnie de Navigation Desgagné Ltée., Montreal, Qué., respondent (LG, Feb., p. 121). The application was rejected because the Board considered that the application had been abandoned by the applicant.

International Association of Machinists and Aerospace Workers, applicant, and Radio Sept-Iles Inc. (CKCN), Sept-Iles, Qué., respondent (LG, March, p. 193). The application was rejected because, under the terms of its constitution, the applicant does not have authority to take into membership the categories of employees covered by the application.

Representation votes ordered

Letter Carriers' Union of Canada, applicant, and Jessiman Bros. Cartage Ltd., St. James, Man., respondent (LG, March, 1970, p. 223) (Returning Officer: A. E. Koppel) (Reasons for Judgment issued as Supplement No. 4, 1971).

Transport Drivers', Warehousemen and Helpers' Local 106, International Brotherhood of Tea Chauffeurs, Warehousemen and Helpers of A applicant and intervener, Le Syndicat des Cha de Voyageur Provincial, applicant and inte Voyageur (1969) Inc., Montreal, Qué., respondei the Canadian Brotherhood of Railway, Transp General Workers, intervener (LG, March, p. 19 April, p. 266). The Board directed that the na both applicants appear on the ballot, and that the unit consist of all drivers employed by the resp excluding: (a) employees shown on the cor payroll as "recall drivers," and (b) those drive ployed in the Abitibi region represented by th vening Canadian Brotherhood under a collective ment applicable to both drivers and mechanics said region (Returning Officer: G. A. Plante) (R for Judgment issued as Supplement No. 4, 1971).

International Brotherhood of Pulp, Sulphite and Mill Workers, Local 574, applicant and interve Syndicat des Travailleurs Forestiers de l'U.C Gaspé, applicant and intervener, and Conso Bathurst Ltd., New-Richmond, Qué., responde ployees in the stevedoring department). Names applicants will appear on the ballot (Returning G. W. Yorston) (LG, March, p. 193) (LG, April,

Applications for certification withdrawn

Le Syndicat du Transport Routier (CSN), ap Roberval Express Limited, Montreal, Qué., resp and Wayne Wilson, et al., interveners (LG, April,

General Truck Drivers Union, Local 938, Intern Brotherhood of Teamsters, Chauffeurs, Wareho and Helpers of America, applicant, Wilson's Lines, Etobicoke, Ont., respondent, and Patrick et al., interveners (LG, April, p. 266).

General Truck Drivers Union, Local 879, Intern Brotherhood of Teamsters, Chauffeurs, Wareho and Helpers of America, applicant, Robert Se Moving & Storage Limited, Niagara Falls, Ont., dent, and Oscar Kowch, et al., interveners (LG, p. 266).

United Brotherhood of Carpenters and Join America, Local 1325, applicant, and A. V. Carlso struction Ltd., Edmonton, Alta., respondent (LG p. 329).

ations for certification received

ort Drivers, Warehousemen and Helpers' Union, 106, International Brotherhood of Teamsters, eurs, Warehousemen and Helpers of America, on of a unit of employees of Déménagement Côté , Québec, Qué. (Investigating Officer: R. G.).

tional Union of United Brewery, Flour, Cereal, rink and Distillery Workers of America, Local rain, Flour and Seed Workers, on behalf of a employees in the seeds department of Manitoba levators at St. Boniface, Man. (Investigating A. E. Koppel) (see also Applications for ation Granted, above).

Employees' International Union, Local 298, on of a unit of employees of Nation-Wide Interior nance Co., Ltd., Montreal, Qué., employed in rformance of its cleaning contract at CN head nd Central Station (Investigating Officer: R. G.).

an Union of Public Employees on behalf of a employees of The Sudbury Airport Commission, y, Ont. (Investigating Officer: K. Hulse).

an Brotherhood of Railway, Transport and Gen- rkers on behalf of a unit of employees of H.M. & Sons Ltd., Calgary, Alta. (Investigating A. A. Franklin).

ional Longshoremen's and Warehousemen's Local 500, on behalf of a unit of dispatchers ed by British Columbia Maritime Employers ition, Vancouver, B.C. (Investigating Officer: G. cers).

ional Association of Machinists and Aerospace s on behalf of a unit of commissary agents em- by Eastern Provincial Airways (1963) Limited, Nfld. (Investigating Officer: W. J. Gillies).

rs, Chauffeurs, Warehousemen, Helpers and eneous Workers, Local 76, International Broth- of Teamsters, Chauffeurs, Warehousemen and of America, on behalf of a unit of employees tic Automobile Transport Limited, Moncton, (Investigating Officer: R. L. J. Kervin).

General Truck Drivers and Helpers Union, Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of dockmen and pick-up and delivery drivers employed by Reimer Express (Pacific) Ltd., Burnaby, B.C. (Investigating Officer: G. W. Rogers).

Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of employees of St. George Moving & Storage Ltd., Kelowna, B.C. (Investigating Officer: A. A. Franklin).

Teamsters Local 879, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Robert Sentineal Moving & Storage Limited, Niagara Falls, Ont. (Investigating Officer: K. Hulse).

International Association of Machinists and Aerospace Workers on behalf of a unit of employees of Baie-Comeau Air Service Ltée., Hauterive, Qué. (Investigating Officer: R. G. Dorion).

Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 91, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees employed at Ottawa and Pembroke by Northern Quebec Transport Inc., Rouyn, Qué. (Investigating Officer: H. A. Fisher).

Seafarers' International Union of Canada on behalf of a unit of unlicensed employees of The Pelee Shipping Company Limited, St. Thomas, Ont. (Investigating Officer: H. A. Fisher).

Requests for review under Sec. 61(2)

The Board granted a request by the International Woodworkers of America, Local 1-71, seeking amendment of the Board's Order of February 4, 1959, regarding a unit of employees of the Vancouver Tug Boat Co. Ltd. The Board amended its certification order by substituting the employer's new name, Seaspan International Ltd., for its previous name (LG 1959, p. 270).

The Board granted a joint request made by the United Transportation Union and the Quebec North Shore & Labrador Railway Company, Sept-Iles, Qué., that the Board's Order dated September 8, 1969, be amended by deleting the classification of train dispatcher from the certified bargaining unit, restricting same to employees classified as crew clerk (LG 1969, p. 611).

General topics

Employment review

As at February 20, 1971, there were 675,000 persons unemployed compared with 668,000 in January. The seasonally adjusted rate of unemployment was unchanged at 6.2 per cent and the unadjusted rate rose from 8.0 to 8.1. There was a slight increase in employment during the same period, January-February, bringing the total number of employed persons in February to 7,677,000. **The labour force expanded by 321,000 or 4.0 per cent between February 1970 and February 1971.** This total was comprised of yearly increases of 172,000 or 2.3 per cent in the number of people employed, and of 149,000 in the number of unemployed.

Employment

Employment in February increased 9,000 to 7,677,000 (unadjusted) and was 172,000, or 2.3 per cent higher than in February 1970. Among industries, there was an increase of 12,000 in employment in construction between January and February. Seasonal reductions in e ment were larger than usual in trade, 45,000, a culture, 16,000. Seasonal increases were larg usual in public administration, 15,000, and fina surance and real estate, 14,000. The increases munity, business and personal services, 12,0 manufacturing, 16,000, were about average dur period. Employment of women aged 25 and ov more than is normal in February, an increase o from the January estimate. The reduction of 1 employment among men aged 25 and over wa average. An increase of 6,000 among persons 14 slightly higher than usual.

Seasonally adjusted employment

The seasonally adjusted level of employment in slightly in February; changes in individual regio small.

Unemployment

Unemployment increased by 7,000 to 675,000 in ary, and was 49,000 higher than the February 19 of 526,000. Compared with a year ago, there increase of 74,000 in the number of unemployed 14-24 years of age; 54,000 among men 25 years and over; and 22,000 among women 25 years a The largest yearly increase in regional unempl was in Ontario, followed by British Columb Québec. Increases in the Prairie and Atlantic were considerably smaller than that for Cana whole.

Seasonally adjusted unemployment rates

The seasonally adjusted rates of unemployment the main age–sex groups in February remaine the same as in January. Changes in regional une ment rates were small. The recent downward t the seasonally adjusted rates of unemployment in Columbia and the Prairie region was continued ruary.

mployment insurance fund

February 1971, 24,918 investigations were com- cross Canada. Of these, 15,797 were on-premises ations, and 1,995 were selective investigations to e fulfilment of statutory conditions. The remain- formal investigations and 6,506 post-audit in- ions dealt with claimants suspected of making tements to obtain benefits. Punitive disqualifica- a result of claimants making false statements epresentations numbered 2,776. Prosecutions gun in 160 cases, all against claimants. This does ude employer prosecutions commenced by the e Branch.

e received by the Fund in February totalled ,422.95 compared with $54,522,611.09 in January ,359,835.68 in February 1970. **Benefits paid in y totalled $100,928,124.33 compared with ,900.75 in January and $77,632,465.72 in Febru- year.** The balance in the Fund on 28 February was $390,014,769.35 compared with 5,470.73 at the end of January and 7,817.48 on 28 February 1970.

rection

story on page 295 of the May Gazette about enth annual report on labour unions under the ations and Labour Unions Returns Act, an error de in the fourth paragraph, dealing with assets rting organizations. The following paragraph be substituted for it:

ed assets in Canada held by unions totalled ,000. This was distributed as follows: interna- $85,165,000, national unions, $9,211,000 and ment employees' organizations, $2,579,000. Total f national unions and government employees ations were, respectively: $15,319,000 and 000. Total assets of international unions were 019,000 but this included assets of the interna- in the United States and other countries. Only cent of this amount is held in Canada."

U.S. employment

Unemployment in March was 5,200,000 compared with 5,400,000 in February. The seasonally adjusted rate of unemployment was 6.0 per cent compared with 5.8 per cent in February. The civilian labour force in March was 82,668,000. The actual rate of unemployment in March was 6.2 per cent compared with 6.5 per cent in the previous month.

June credits

New careers for older people, p. 392, was submitted by the Section on Older Workers, Manpower Utilization Branch, Department of Manpower and Immigration.

Unemployment insurance report, p. 393, originates with the Unemployment Insurance and Manpower Section of the Dominion Bureau of Statistics. A claimant's unemployment register is placed in the active file at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total registered clients."

Certification before the CLRB, p. 397, is prepared by the Employee Representation Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

Conciliation before the Minister of Labour, p. 394, originates with the Conciliation and Arbitration Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

Photos. NFB: Cover, p. 359, 368, 370, 373, 374, 376, 378, 379, 385, 387. ILO: p. 364. CN Photo: p. 403. Murray MacGowan: p. 407.

Railway arbitration

Seven cases were dealt with by the Canadian Railway Office of Arbitration on February 9 and 10. Five grievances were dismissed and one was allowed; and in the seventh case, a request by the company to reduce crew sizes was granted.

Case No. 260. An ex parte dispute between CP Rail and the United Transportation Union cover a claim by a conductor and crew for the difference between yard rates and freight rates because of switching operations performed by the crew.

When the company refused to pay the claim of a conductor and crew for the difference between yard rates and freight rates because of switching operations performed, the union submitted a grievance, but withdrew it before the scheduled hearing. The arbitrator said that if the case proceeded to arbitration it would be arguable. But, as the claim "was unconditionally withdrawn and must now be deemed to have been finally determined, I have no jurisdiction to proceed further in the matter, and the grievance must accordingly be dismissed."

Case No. 261. Dispute between CN and the Canadian Brotherhood of Railway, Transport and General Workers over the provisions in a letter of understanding.

A letter of understanding outlined the level of work to be performed by various classifications at an express terminal. It did not give exhaustive descriptions of the work to be done. The letter said that one duty of Warehousemen Grade II was to code carts, but in practice, the company had asked some motormen to code carts. The arbitrator said that the coding "is not itself onerous." And he found no "explicit prohibition letter) against motormen performing the coding f in connection with what is clearly their proper He dismissed the grievance.

Case No. 262. An ex parte dispute between CN Brotherhood of Railway, Airline and Steamship Freight Handlers, Express and Station Employe the loss of wages as a penalty for lateness.

Ten employees were docked various amounts fro actually worked. The company had installed a tim and announced a policy of deducting time on t lowing basis: between one and 14 minutes lat deducted is 15 minutes; between 15 and 29 m time deducted is 30 minutes, etc. The union con that this policy imposed a penalty without an inv tion, contrary to an article in the agreement.

The arbitrator agreed with the union that the imposed is, in effect, a fine—a fine that the co is not entitled to impose. The agreement states that employees who have completed their proba period will not be disciplined or discharged with investigation.

In one case, the grievor clocked in at 1:04 p.m minutes late. The company deferred his startin until 1:15 p.m. "In effect, he was suspended f time," said the arbitrator. The company's "ref permit the grievors to work, or to pay them fo performed during the times in question was pl disciplinary measure imposed contrary to the pro of the collective agreement and for which the em are entitled to recover," even though they ma been subject to discipline for their lateness if tha pline had been imposed in the proper mann allowed the grievance.

Case No. 263. Dispute between CN and the Broth of Railway, Airline and Steamship Clerks, Handlers, Express and Station Employees over for pay during a work stoppage.

A half hour after the men began work, workers ing to another union in the area walked off the In most areas the problem was solved, and th went back to work. But in the shed where the g

er the men did not return, and the grievors were
leto work. They were paid for two hours under
r isions of the agreement.

br locations, however, the company's employees
ale to work and were entitled to a minimum of
hurs pay. In some cases, these employees were
r o the grievors. The union contended that forces
n reduced and that the grievors were entitled
y t work because of their seniority. The arbitrator
r d, saying that the agreement specifically men-
sch a case and states that the employees are to
i for a minimum of two hours. This was done.
ritrator dismissed the grievance.

**o. 264. Dispute between CP Rail and the Brother-
Railway, Airline and Steamship Clerks, Freight
s, Express and Station Employees over claims
during a work stoppage by workers not covered
greement.**

cumstances in this case were identical to those
No. 263. The arbitrator dismissed the grievance.

**o. 265. Dispute between CN and the Canadian
hood of Railway, Transport and General Workers
ended leave granted to an employee.**

greement provides for a leave of absence of three
h But this may be extended. The employee in
i was granted almost eight months of leave to
diniversity. The union said that the employee did
i separate applications for each three-month
and had therefore forfeited his seniority. It contended that, on his return, the employee should not have been allowed to displace, and it entered a claim for the difference in salary on behalf of the employee displaced by the man on leave.

The arbitrator found that there was no time limit on length of leave, and that only if an employee does not report for work at the conclusion of his leave does he forfeit his seniority. "In this case," said the arbitrator, "an extended leave of absence was requested at the outset"—and it was granted. "The agreement," he added, "does not require that separate applications be made nor that extension of leave must be limited to three-month periods." He therefore dismissed the grievance.

Case No. 266. Dispute between CP Rail and the United Transportation Union over changes in the size of a crew.

The company told the union of its decision to reduce the size of a yard crew from three to two men. The union did not agree, so a five-day survey was begun. Upon completion of the survey, the company contended that adequate safety could be maintained, but the union said that there were three specific moves that needed more than a two-man crew.

The arbitrator referred to Case No. 223, which involved a similar problem (LG, Oct. 1970, p. 738). In that case the arbitrator agreed with the company, but he added that safe performance would require the use of revised switching methods. He said that the same could apply to the present case, and he stated that "It appears that these tasks, like others, can be safely performed by a reduced crew, provided that the necessary conditions are met." He allowed the company's request.

Publications in the library

List No. 267

The publications listed below are recent acquisitions. They may be borrowed through a local library (business, university, public, etc.) or directly if there is no local library. Please indicate the publication numeral and the month, listed when requesting loans.

Business

■ **No. 1—Dekom, Anton K.** The internal consultant. [New York] American Management Association [1969] 102 p.

■ **No. 2—International Labour Office.** Comment lire un bilan. Genève, 1970. 148 p. "An I.L.O. programmed book." «Ce livre a été traduit et adapté de l'ouvrage anglais How to read a balance sheet.»

■ **No. 3—Ivens, Michael William, ed.** Industry and values; the objectives and responsibilities of business, edited by Michael Ivens with a foreword by Sir John Reiss. London, Harrap [1970] 222 p.

■ **No. 4—National Industrial Conference Boa** ticipating major business threats, by Henry C. and Jeremy Bacon. New York, 1970. 23 p.

■ **No. 5—National Industrial Conference Boar** tinuing education for financial management, by I. Fisher and Francis J. Walsh, Jr. New York 33 p.

Civil rights

■ **No. 6—Schwartz, Bernard,** comp. Civil righ tor: Bernard Schwartz. New York, Chelsea Hou lishers [1970] 2v. (1888 p.) Consists of federal legi extracts from congressional debates, major S Court decisions, etc., with commentary.

Discrimination in employment

■ **No. 7—Meth, Monty.** Here to stay; a study practices in the employment of coloured worker don, Runnymede Trust Publication [1970?] 19 p.

■ **No. 8—Thurow, Lester C.** Poverty and disc tion. Washington, Brookings Institution [c1969] vii

Economic conditions

■ **No. 9—International Institute of Quantitati nomics.** Research priorities in quantitative socio mic development planning; proceedings of the in conference of the IIQE, Montréal, January 17-1 Les priorités de la recherche en matière de plani quantitative du développement socio-écono compte-rendu de la conférence inaugurale de Montréal, Janvier 17-18, 1970. Montréal, 1970. ". . . The interventions published in the [text] ar language used by the speaker: viz., English or F Text of speeches in English or French. Include in English and French.

■ **No. 10—Johnson, Harry Gordon.** An overa of international economic questions facing Brit United States, and Canada during the 1970s. [L British-North American Committee [1970] ix, 24 This study was sponsored by British-North Ar

h Association, National Planning Association), and Private Planning Association of Canada. title: International economic questions facing the United States, and Canada in the 70s.

. 11—National Industrial Conference Board. Per- s for the 70s and 80s; tomorrow's problems ting today's management. New York, c1970. iv, p "An experimental forecast conducted by the al Industrial Conference Board and the Opinion h Corporation."

rial disputes

. 12—Addington, Arnold Lee. A regional analysis es. [Ann Arbor, Mich., University Microfilms, , 164 p. Thesis (Ph.D.)—University of Tennessee,

. 13—Great Britain. Court of Inquiry into a Dis- tween the Parties represented on the National oard for the Electricity Supply Industry. Report. HMSO, 1970 [35] p. At head of title: Indus- curts act, 1919. A. D. Campbell, chairman.

rial relations

. 14—Burns, Tom, ed. Industrial man: selected rs. [Harmondsworth, Eng.] Penguin [1969] 414 p.

. 15—Hagglund, George, ed. Psychological testing ustrial relations. Editors: George Hagglund [and] Thompson. Iowa City, Center for Labor and ement, College of Business Administration, Uni- of Iowa, 1969. 48 p.

. 16—Walker, Kenneth Frederick. Industrial acy, fantasy, fiction or fact? [London] Times apers Ltd. [c1970] 36 p. The Times Management 1970.

. 17—Workers' Control Conference, Nottingham, 968. How and why industry must be domocra- apers submitted to the Workers' Control Confer- Nottingham, March 30-31, 1968); edited by Ken and Wyn Williams. Nottingham, Institute for rs' Control, 1969. [4] 222 p.

Investments

■ **No. 18—Friedland, Seymour.** Stock options and company performance. [Toronto, York University, Faculty of Administrative Studies, 1970?] 101 p.

■ **No. 19—Wiginton, John C.** An algorithm for portfolio selection in linear models with upper bounds constraints. Rev. ed. [Toronto, York University. Faculty of Administrative Studies] 1970. 15 p.

Labour organization

■ **No. 20—Grebing, Helga.** The history of the German labour movement: a survey. [German text abridged for the English ed., by Mary Saran, translated by Edith Korner], with a chapter on foreign policy by Mary Saran. London, Wolff, 1969. [4]227 p.

■ **No. 21—Sorenson, Jay B.** The life and death of Soviet trade unionism, 1917-1928. [1st ed.] New York, Atherton Press, 1969. viii, 283 p.

■ **No. 22—U.S. Office of Labour-Management Policy Development.** Qualifications for union office; the issue of reasonableness in court cases under the Labor-management reporting and disclosure act. [Washington, G.P.O., 1970] 72 p.

Labour supply

■ **No. 23—Andarawewa, A. B.** The structure of the Canadian agricultural labour force. Ottawa, Canada Department of Agriculture, Economics Branch, Research Division, 1970. [50] p.

■ **No. 24—International Labour Office.** Towards full employment; a program for Colombia, prepared by an inter-agency team organized by the International Labour Office. Geneva, 1970. 471 p. Colombia was the first country to be covered by a pilot mission under the World Employment Program.

■ **No. 25—U.S. Bureau of Labor Statistics.** Pilots and mechanics in civil aviation, 1967-77; a study of manpower requirements. Pt.1. Current situation and the short-range outlook (Manpower Administration) Pt.2 Long-range manpower requirements (Bureau of Labor Statistics) Washington [G.P.O., 1970] 39 p.

Labouring classes

■ **No. 26—Confederation of British Industry.** Absenteeism: an analysis of the problem. London [1970] vi, 15 p.

■ **No. 27—Rose, Gordon.** The working class. [London] Longmans [1968] vii, 151 p.

■ **No. 28—Stone, Morris.** Labor grievances and decisions, new series, by Morris Stone with an introduction by Harold W. Davey. New York, American Arbitration Association [c1970] xxvii, 220 p.

■ **No. 29—U.S. Congress.** House. Committee on Ways and Means. Employment security amendments of 1969, report . . . to accompany H. R. 14705, a bill to extend and improve the federal-state unemployment compensation program. Washington, GPO, 1969. 97 p. At head of title: 91st Congress, 1st sess. House report no. 91-612.

■ **No. 30—U.S. Office of Maritime Manpower.** Division of Labor Studies. Seafaring guide and directory of labor management affiliations. Washington, GPO, 1969. 85 p. "A United States Department of Commerce publication." "Revised edition of the former 'Guide to seafaring collective bargaining'."

■ **No. 31—Williams, Clifford Glyn.** Labor economics. New York, Wiley [1970] xv, 489 p.

Leisure

■ **No. 32—Owen, John D.** The price of leisure; an economic analysis of the demand for leisure time. With a foreword by J. Mincer. [Rotterdam] Rotterdam University Press, 1969. x, 169 p.

Prices

■ **No. 33—U.S. Bureau of Labor Statistics.** Con prices in the United States, 1959-68; trends and in Washington, GPO [1970] 73 p.

Productivity

■ **No. 34—Smith, Duncan N.** Productivity and ing: a review of an urgent problem. London, Edward's Hospital Fund, 1969. 65 p.

■ **No. 35—U.S. Bureau of Labor Statistics.** I of output per man-hour selected industries, 193 1947-69. Washington [GPO, 1970] 112 p.

Scientists

■ **No. 36—U.S. Bureau of Labor Statistics.** Sc and technical personnel in industry, 1967. Washi GPO [1970] 58 p.

Social security

■ **No. 37—U.S. Social Security Administration.** security programs throughout the world, 1969 shington, GPO, 1970] 249 p.

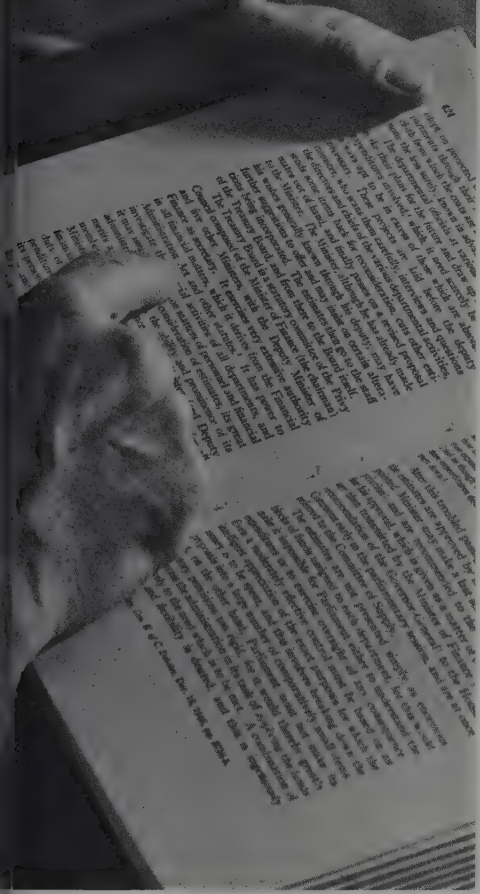
Students

■ **No. 38—Cook, Gail C. A.** Student aid progra Gail C. A. Cook, A. Rodney Dobell [and] Da A. Stager. Toronto, Institute for the Quantitative sis of Social and Economic Policy, University of To 1969. 19 p.

Technology

■ **No. 39—Cottrell, William Frederick.** Techno change and labor in the railroad industry; a compa study. Lexington, Mass., Heath [1970] x, 159 p.

■ **No. 40—Myers, Sumner.** Successful industria vations; a study of factors underlying innovat selected firms [by] Sumner Myers and Donald G quis. [Washington] National Science Foundation 117 p.



41—Great Britain. Department of Employment **rductivity.** A national minimum wage; report of **te**departmental working party. London, HMSO, **1**, 89 p.

42—Taylor, LeRoy. Money-wage variation and **t**tive demand for labour in Canada (1953-1966) **n**, York University, 1970] 94 p.

■ **No. 43—U.S. Bureau of the Census.** Income growth rates in 1939 to 1968 for persons by occupation and industry groups, for the United States. [Washington, GPO, 1970] 90 p.

Women

■ **No. 44—Kassirer, Eve.** Female participation in the Canada NewStart program. [Ottawa, Queen's Printer, 1970] 26 p. Issued by Department of Regional Economic Expansion.

■ **No. 45—World Conference on Women Workers' Problems.** 3rd, Dusseldorf, Germany, 1968. Women workers; are their problems solved? [Report of] Third World Conference on Women Workers' Problems, 30 September-4 October 1968 ... Dusseldorf, Germany, Brussels, International Confederation of Free Trade Unions [1970?] 104 p.

Miscellaneous

■ **No. 46—Atlantic Provinces Economic Council.** Exports of the Atlantic Provinces, with special reference to the American market. [Fredericton, 1970] 44 p.

■ **No. 47—Donaldson, Graham F.** Farm machinery testing; scope and purpose in the measurement and evaluation of farm machinery. [Ottawa, Queen's Printer, 1970] 92 p. Canada. Royal Commission on Farm Machinery. Study no. 8.

■ **No. 48—Hoffman, David.** Bilingualism and biculturalism in the Canadian House of Commons [by] David Hoffman and Norman Ward. [Ottawa, Queen's Printer, 1970] 295 p. Canada. Royal Commission on Bilingualism and Biculturalism. Documents, 3.

■ **No. 49—National Industrial Conference Board.** Sales forecasting practices; an appraisal, a survey by Stanley J. PoKempner and Earl L. Bailey. New York, 1970. 36 p.

■ **No. 50—U.S. Bureau of Labor Standards.** Project safe U.S.A. [Washington, GPO, 1970] 37 p.

■ **No. 51—U.S. Congress.** House. Committee on Interstate and Foreign Commerce. Subcommittee on Communications and Power. Subscription television, 1969. Hearings, Ninety-first Congress, first session, on H.R. 420 (and related bills). Washington, GPO, 1969. viii, 486 p.

Statistics Section

Labour Statistics

Principal Items	Date	Amount	Percentage Change From Previous Month
		(in thousands)	
TOTAL CIVILIAN LABOUR FORCE*			
Week ended February 20, 1971		8,352	+ 0.2
Employed		7,677	+ 0.1
Agriculture		422	− 3.7
Non-agriculture		7,255	+ 0.4
Paid workers		6,715	+ 0.1
At work 35 hours or more		6,081	+ 1.4
At work less than 35 hours		1,297	− 4.4
Employed but not at work		298	− 5.1
Unemployed		675	+ 1.0
Atlantic		71	+ 7.6
Québec		244	+ 4.3
Ontario		207	+ 3.0
Prairie		77	− 9.4
British Columbia		76	− 7.3
Without work and seeking work		634	+ 3.8
On temporary layoff up to 30 days		41	−28.1
INDUSTRIAL EMPLOYMENT (1961 = 100)†	January	123.2	− 1.5
Manufacturing employment (1961 = 100)†	January	119.8	+ 0.2
IMMIGRATION	1st 9 mos. 1970	113,323	—
Destined to the labour force	1st 9 mos. 1970	60,022	—
STRIKES AND LOCKOUTS			
Strikes and lockouts	March	72	+18.0
No. of workers involved	March	45,182	+76.4
Duration in man days	March	239,680	+35.4
EARNINGS AND INCOME			
Average weekly wages and salaries (ind. comp.)†	January	131.25	+ 3.0
Average hourly earnings (mfg.)†	January	3.19	+ 0.6
Average weekly hours paid†	January	39.4	+ 3.7
Average weekly wages (mfg.)†	January	125.41	+ 1.7
Consumer price index (1961 = 100)	February	130.9	+ 0.5
Index numbers of weekly wages in 1961 dollars (1961 = 100)‡	December	124.3	− 2.6
Total labour income (Millions of dollars)†	January	3,973.0	+ 0.1
INDUSTRIAL PRODUCTION†			
Total (average 1961 = 100)	February	172.4	+ 0.6
Manufacturing	February	168.5	+ 0.8
Durables	February	191.2	+ 3.2
Non-durables	February	150.6	− 1.4
NEW RESIDENTIAL CONSTRUCTION**			
Starts	February	6,895	−12.1
Completions	February	8,621	−10.3
Under construction	February	120,032	− 1.5

* Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of the Dominion Statistics, which, in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.
† Advance data.
‡ Preliminary.
** Centres of 10,000 population or more.

s

A3—Labour Force

our Income

C—Employment, Hours and Earnings

B—Unemployment Insurance

-2—Prices

C4—Strikes and Lockouts

abour Force

-1—Regional Distribution, Week Ended February 20, 1971

	Canada	Atlantic	Québec	Ontario	Prairies	B.C.
			(in thousands)			
BOUR FORCE	8,352	643	2,342	3,164	1,326	877
	5,612	442	1,591	2,076	911	592
en	2,740	201	751	1,088	415	285
-1 years	780	61	221	278	147	73
-2 years	1,271	133	396	424	199	118
-4 years	3,610	243	1,034	1,413	524	397
-6 years	2,506	193	649	978	419	268
ars and over	185	14	43	72	36	20
ED	7,677	572	2,098	2,957	1,249	801
	5,089	380	1,393	1,931	851	534
en	2,588	192	705	1,026	398	267
ulture	422	20	75	113	195	19
agriculture	7,255	553	2,023	2,844	1,054	782
Workers	6,715	507	1,855	2,667	969	716
	4,326	331	1,214	1,695	614	471
en	2,389	176	642	972	355	245
OYED	675	71	244	207	77	76
	523	62	198	145	60	58
en	152	*	46	62	17	18
S NOT IN LABOUR FORCE	6,902	752	1,993	2,343	1,118	696
	1,945	249	545	641	319	191
en	4,957	503	1,448	1,702	799	505

n 10,000. Source: Labour Force Survey, DBS.

Table A-2—Age, Sex and Marital Status, Week Ended February 20, 1971

	Total	14-19 Years All Persons	20-64 Years Men Married	20-64 Years Men Other	20-64 Years Women Married	20-64 Years Women Other
			(in thousands)			
POPULATION 14 YEARS OF AGE AND OVER*	15,254	2,528	4,271	1,266	4,417	1,179
LABOUR FORCE	8,352	780	4,043	995	1,540	809
Employed	7,677	650	3,779	836	1,473	767
Unemployed	675	130	265	159	67	43
NOT IN LABOUR FORCE	6,902	1,747	227	271	2,877	369
PARTICIPATION RATE†						
1971 February 20	54.8	30.9	94.7	78.6	34.9	68.6
January 16	54.8	30.7	94.8	78.7	34.6	68.6
UNEMPLOYMENT RATE‡						
1971 February 20	8.1	16.7	6.6	16.0	4.4	5.3
January 16	8.0	16.5	6.6	16.0	4.1	5.5

* Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Ter
† The labour force as a percentage of the population of 14 years of age and over.
‡ The unemployed as a percentage of the labour force.
Source: Labour Force Survey, DBS.

Table A-3—Unemployed, Week Ended February 20, 1971

	February 1971	January 1971
	(in thousands)	
TOTAL UNEMPLOYED	675	668
On temporary layoff up to 30 days	41	57
Without work and seeking work	634	611
Seeking:		
Full-time work	614	586
Part-time work	20	25
Under 1 month	96	130
1-3 months	275	256
4-6 months	146	117
More than 6 months	117	108

Source: Labour Force Survey, DBS.

-1—Estimates of Labour Income, by Industry‡‡

Month	Mining	Manufacturing	Transportation Communication and Public Utilities**	Forestry	Construction	Trade	Finance, Services (including Government)	Supplementary Labour Income	Totals††
					Monthly Totals				
					(millions of dollars)				
tal	765	8,898	3,402	423	2,660	4,037	9,708	1,688	31,907
tal	846	9,517	3,830	453	2,771	4,402	11,266	1,835	35,275
tal	919	10,167	4,106	434	2,855	4,847	12,755	2,035	38,493
tal	959	11,258	4,575	468	3,112	5,482	14,734	2,234	43,203
tal	1,127	11,833	4,925	468	3,410	5,990	16,412	2,430	47,043
uary	88.3	961.8	380.6	37.2	242.4	477.3	1,307.0	173.8	3,688.5
uary	90.3	966.1	382.8	38.9	245.4	478.1	1,310.4	197.3	3,729.5
ch	92.3	973.0	386.7	33.5	245.5	483.7	1,318.2	206.4	3,758.9
il	89.6	975.0	393.4	29.4	252.7	489.7	1,329.1	204.6	3,790.0
y	92.3	985.0	406.5	32.5	254.4	494.4	1,352.2	211.2	3,865.4	
e	94.7	1,013.9	415.5	38.2	296.3	507.2	1,381.2	207.9	3,994.8
y	95.6	990.2	420.6	42.9	298.3*	501.3	1,381.1	208.8*	3,992.4*
ust	96.8	1,010.3	424.6	44.6	328.1*	494.3	1,382.6	209.1*	4,043.2*
ember	95.8	1,011.1	425.0	45.8	333.7	503.8	1,394.9	205.4	4,060.6
ober	97.0	1,006.5	427.6	45.6	332.5	510.5	1,409.7	205.4	4,063.1
ember*	96.6	998.6	436.9	42.1	307.0	519.8	1,420.2	213.4	4,064.3
ember†	95.3	982.6	425.5	32.8	253.3	528.1	1,433.6	194.8	3,970.6
uary‡	94.0	1,004.4	411.5	32.5	243.3	510.1	1,433.5	222.7	3,973.0
onlly Adjusted									
tal	765	8,898	3,402	423	2,660	4,037	9,708	1,688	31,907
al	846	9,517	3,830	453	2,771	4,402	11,266	1,835	35,275
al	919	10,167	4,106	434	2,855	4,847	12,755	2,035	38,493
al	959	11,258	4,575	468	3,112	5,482	14,734	2,234	43,203
al	1,127	11,833	4,925	468	3,410	5,990	16,412	2,430	47,043
uary	89.0	980.2	393.4	41.5	288.5	488.3	1,317.4	198.3	3,828.9
uary	89.5	981.4	400.2	43.4	292.2	491.5	1,323.0	199.3	3,853.1
ch	91.1	980.9	401.9	44.2	287.3	494.8	1,323.8	200.1	3,856.7
il	92.0	981.9	406.9	44.4	273.8	495.0	1,340.0	200.1	3,866.7
y	92.7	981.8	406.2	34.7	263.7	493.7	1,344.3	199.5	3,849.4
e	92.9	998.9	405.8	34.1	271.2	496.3	1,361.3	201.2	3,894.6
y	94.1	991.0	407.6	35.5	265.1*	494.0	1,383.2	201.1*	3,904.3*
ust	95.8	1,000.6	408.6	36.6	283.7*	494.8	1,382.1	203.5*	3,939.5*
ember	96.4	989.5	413.6	36.9	289.6	503.6	1,392.1	204.6	3,959.9
ober	97.7	993.3	422.1	38.4	298.5	507.9	1,405.3	207.4	4,004.6
ember*	96.8	993.9	432.7	37.4	293.6	510.7	1,415.4	207.0	4,021.7
ember†	96.9	1,004.2	428.3	36.2	293.7	518.6	1,435.9	208.9	4,056.4
uary‡	94.8	1,025.0	425.1	36.9	289.9	521.8	1,448.6	212.8	4,088.9

† Preliminary. ‡ Advance.
post office wages and salaries. †† Figures in this column are for total labour income, Canada, but are not totals of the figures in the olumns of this table, which do not show labour income in Agriculture, Fishing and Trapping. ‡‡ Revised estimates are based standard industrial classification.
ly figures may not add to annual totals because of rounding.
mates of Labour Income (DBS Cat. No. 72-005).

C—Employment, Hours and Earnings

There will be no C-1, C-2, C-4, C-5, C-6 and C-7 tables this month. Information for these tables was not available from the Dominio of Statistics at press time. The missing tables will reappear in the July number of The Labour Gazette.

Table C-3—Estimates of Employees by Industry, Provinces and Canada

	Forestry	Mines, Quarries and Oil Wells	Manufacturing		Construction	Transportation, Communication and Other Utilities	Trade	Finance, Insurance and Real Estate	Community, Business and Personal Services		Public Administration and Defence††
			Non-durables	Durables					Non-commercial Sector‡	Commercial Sector**	
						(in thousands)					
Canada											
December 1970*	—	129.4	879.2	799.0	363.3	—	1,092.0	307.6	1,206.0	717.0	454.7
November 1970*	60.0	128.6	865.6	771.2	371.3	680.5	1,102.6	305.4	1,196.1	727.4	451.7
December 1969†	60.5	122.9	847.7	817.5	340.9	654.6	1,122.1	305.2	1,165.3	674.0	422.5
NEWFOUNDLAND											
November 1970*	2.3	5.9	10.5	2.1	8.6	15.5	19.4	2.2	21.4	9.0	8.6
October 1970*	2.9	6.0	10.9	2.2	9.7	15.9	19.0	2.2	22.3	9.0	8.8
November 1969†	2.5	5.7	10.1	2.0	9.0	13.9	18.2	2.4	20.9	9.0	8.0
PRINCE EDWARD ISLAND											
November 1970*	0.1	-	2.4	0.4	1.7	3.2	5.4	0.6	6.3	1.8	2.6
October 1970*	0.1	–	2.6	0.4	1.8	3.2	4.7	0.6	5.3	2.0	2.6
November 1969†	0.1	—	2.1	0.5	1.8	3.1	4.3	0.6	5.0	1.6	2.2
NOVA SCOTIA											
November 1970*	2.9	5.5	18.1	13.8	15.2	22.0	36.5	7.3	47.1	18.0	21.1
October 1970*	2.8	5.6	18.1	14.1	16.4	21.7	35.0	7.5	47.4	18.3	22.4
November 1969†	2.7	5.6	19.0	14.7	16.3	21.6	35.0	7.1	44.7	15.6	20.7
NEW BRUNSWICK											
November 1970*	5.9	2.3	18.1	9.7	10.9	22.7	30.4	4.6	35.7	12.0	12.2
October 1970*	6.7	2.4	19.1	10.1	11.3	23.1	29.0	4.7	33.6	12.5	12.5
November 1969†	7.0	2.3	17.1	10.4	11.4	20.7	28.4	4.7	34.4	10.8	12.3
QUÉBEC											
November 1970*	19.7	25.0	324.5	193.7	91.3	186.1	273.9	86.5	339.1	177.0	107.4
October 1970†	21.7	25.4	332.3	198.2	97.3	185.6	270.9	85.7	337.3	183.1	105.4
November 1969†	22.6	25.5	327.6	204.6	88.6	182.7	278.3	84.9	314.1	177.4	92.7
ONTARIO											
November 1970*	10.1	36.1	372.2	430.9	155.9	221.9	461.7	130.8	458.1	296.1	177.2
October 1970*	10.4	36.3	375.4	437.2	163.8	221.9	448.6	131.4	451.1	298.9	179.7
November 1969†	11.5	34.5	378.3	468.6	161.0	219.6	453.2	132.0	420.5	288.0	172.8
MANITOBA											
November 1970*	0.7	7.7	28.3	20.1	16.0	45.6	60.1	13.1	53.6	34.4	19.6
October 1970*	0.8	7.7	28.5	21.1	19.2	46.5	58.3	13.3	55.4	34.3	20.7
November 1969†	0.9	7.6	28.2	22.9	16.1	45.9	58.9	13.8	52.0	33.0	19.8
SASKATCHEWAN											
November 1970*	0.7	5.7	10.0	4.6	10.3	25.2	37.4	8.0	48.5	18.9	19.2
October 1970*	0.7	5.9	10.2	5.0	12.3	25.4	37.4	8.2	48.5	18.7	19.1
November 1969†	0.5	5.9	10.1	5.1	12.4	25.6	40.4	8.3	47.6	19.4	18.8
ALBERTA											
November 1970*	1.9	24.3	28.1	24.8	37.2	53.4	86.3	19.7	100.6	60.1	35.3
October 1970*	1.7	24.4	28.3	25.2	41.2	53.7	85.6	20.4	102.5	61.7	36.2
November 1969†	1.7	22.6	27.8	27.9	41.9	52.1	89.2	19.7	95.4	60.7	32.5
BRITISH COLUMBIA											
November 1970*	20.3	11.4	53.8	75.6	37.1	86.1	120.1	31.7	111.6	85.0	40.5
October 1970*	20.9	12.0	55.4	75.7	38.3	85.5	117.4	32.3	109.7	90.1	42.0
November 1969*	22.7	11.4	52.6	79.1	42.8	83.6	119.3	30.5	108.7	82.1	40.3

* Preliminary. †Revised. ‡Refers to employment in hospitals and education and related services, welfare and religious or and private households.

**Includes health services (except hospitals); motion picture and recreational services; services to business management; perso (except domestic service) and miscellaneous services. ††Excludes non-civilian employees.

Basis: 1960 Standard Industrial Classification. Source: Estimates of Employees by Province and Industry (DBS Cat. No. 72-008

Unemployment Insurance

yment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact neUnemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment nc and Manpower Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is The Statistical t o the Operation of the Unemployment Insurance Act (DBS Cat. No. 73-001). For further information regarding the nature of ace Technical Note, page 149, February 1971 issue.

e -1—Estimates of the Insured Population e the Unemployment Insurance Act

	Total	Employed	Claimants
ecember	5,717,000	5,045,200	671,800
ovember	5,626,000	5,145,500	480,500
ctober	5,584,000	5,185,300	398,700
eptember	5,609,000	5,217,900	391,100
ugust	5,667,000	5,258,300	408,700
uly	5,617,000	5,177,600	439,400
une	5,672,000	5,230,100	441,900
ay	5,607,000	5,101,600	505,400
pril	5,719,000	5,028,300	690,700
arch	5,718,000	5,012,900	705,100
ebruary	5,707,000	5,012,600	694,400
nuary	5,676,000	5,016,500	659,500
ecember	5,638,000	5,101,300	536,700

Table E-4—Benefit Payments, by Province, January 1971

Province	Weeks Paid	Amount of Benefit Paid*
Newfoundland	103,813	3,685,513
Prince Edward Island	21,286	687,547
Nova Scotia	111,481	3,913,429
New Brunswick	103,281	3,470,364
Québec	664,030	23,910,798
Ontario	747,325	26,987,904
Manitoba	94,646	3,423,095
Saskatchewan	77,863	2,763,640
Alberta	135,669	5,076,947
British Columbia	303,457	11,793,664
Total, Canada, January 1971	2,362,851	85,712,901
Total, Canada, December 1970	1,685,323	60,239,156
Total, Canada, January 1970	2,197,633	76,500,420

*Supplementary Unemployment Insurance Benefits are not included.

e -3—Number of Initial and Renewal Claims Filed in Local Offices in each Province

	January 1971			January 1970		
	Total*	Initial	Renewal	Total	Initial	Renewal
a	288,462	226,432	62,030	266,144	211,501	54,643
oundland	8,404	7,427	977	8,894	7,736	1,158
Edward Island	1,710	1,484	226	1,904	1,657	247
Scotia	14,875	12,606	2,269	13,450	11,546	1,904
Brunswick	11,073	9,156	1,917	10,637	9,043	1,594
c	79,947	61,764	18,183	78,324	60,887	17,437
	97,779	75,788	21,991	88,234	67,892	20,342
o	10,906	9,106	1,800	9,981	8,330	1,651
tchewan	7,931	6,827	1,104	9,318	7,831	1,487
a	16,781	13,387	3,394	13,911	11,403	2,508
h Columbia	39,056	28,887	10,169	31,491	25,176	6,315

dcion, revised claims received numbered 76,659.

Table E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at January 29, 1971.

Province and sex	Total Claimants	Number of weeks on claim (based on 10 per cent sample) 1-4	5-13	14-26	27 or more*
Canada	844,078	328,447	334,815	114,790	66,026
Male	597,514	248,232	249,835	64,732	34,715
Female	246,564	80,215	84,980	50,058	31,311
NEWFOUNDLAND	35,274	12,294	18,162	3,189	1,629
Male	31,011	11,086	16,386	2,318	1,221
Female	4,263	1,208	1,776	871	408
PRINCE EDWARD ISLAND	7,003	2,158	4,328	326	191
Male	5,375	1,602	3,497	175	101
Female	1,628	556	831	151	90
NOVA SCOTIA	40,354	16,962	16,377	4,081	2,934
Male	32,310	14,465	13,450	2,540	1,855
Female	8,044	2,497	2,927	1,541	1,079
NEW BRUNSWICK	37,515	12,552	18,344	4,210	2,409
Male	28,327	10,300	14,040	2,527	1,460
Female	9,188	2,252	4,304	1,683	949
QUÉBEC	243,392	92,626	90,965	37,112	22,689
Male	173,062	70,937	67,683	22,185	12,257
Female	70,330	21,689	23,282	14,927	10,432
ONTARIO	266,210	112,684	96,936	36,897	19,693
Male	168,058	78,074	62,857	18,188	8,939
Female	98,152	34,610	34,079	18,709	10,754
MANITOBA	33,100	11,880	14,693	4,238	2,289
Male	24,285	8,905	11,854	2,430	1,096
Female	8,815	2,975	2,839	1,808	1,193
SASKATCHEWAN	25,529	8,666	12,501	2,870	1,492
Male	19,791	6,768	10,632	1,654	737
Female	5,738	1,898	1,869	1,216	755
ALBERTA	48,556	19,191	20,068	6,591	2,706
Male	36,296	15,202	16,226	3,590	1,278
Female	12,260	3,989	3,842	3,001	1,428
BRITISH COLUMBIA	107,145	39,434	42,441	15,276	9,994
Male	78,999	30,893	33,210	9,125	5,771
Female	28,146	8,541	9,231	6,151	4,223

* The bulk of the cases in this group were on claim from 27-39 weeks.
Note: Values less than 50 subject to relatively large sampling variability.

e-1—Total and Main Components of the Consumer Price Index

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
				(1961 = 100)				
Yar	111.4	116.6	108.7	112.0	107.3	116.5	108.6	107.6
Yar	115.4	118.1	113.4	117.6	111.8	122.5	114.1	110.4
Yar	120.1	122.0	118.6	121.1	114.6	127.4	119.7	120.4
Yar	125.5	127.1	124.7	124.5	120.0	133.6	126.8	125.0
Yar	129.7	130.0	130.9	126.8	124.8	139.5	131.2	126.5
-Fruary	128.5	131.3	128.3	125.1	123.5	137.7	129.0	126.5
Nrch	128.9	130.5	129.2	126.0	124.0	137.7	129.5	126.5
Aril	129.7	131.5	129.8	126.8	124.6	139.3	129.6	126.5
Ny	129.6	130.3	130.4	126.8	124.8	139.8	130.1	126.5
Jne	129.9	130.9	130.7	126.9	125.1	139.8	130.3	126.5
Jy	130.5	131.6	131.5	126.9	125.2	139.8	132.4	126.5
Agust	130.5	131.9	131.5	126.2	125.3	140.2	132.5	126.4
Stember	130.2	130.0	131.8	127.0	125.3	140.1	133.0	126.4
Ctober	130.3	128.5	132.8	128.2	125.2	141.2	133.1	126.4
Dvember	130.3	127.5	133.3	128.4	125.8	140.8	133.7	126.4
Ecember	129.8	125.6	133.4	127.9	126.1	140.7	133.6	126.4
Juary	130.3	126.5	134.1	127.0	126.4	140.7	134.2	127.0
Jbruary	130.9	127.5	134.5	125.9	128.3	140.7	134.8	127.6
				(1949 = 100)				
Jbruary	169.1*							

interim period the all-items index only will be published on both the 1961 and the 1949 base.
17 weighted. Calculated by the Prices Division, DBS.

e-2—Consumer Price Indexes for Regional Cities of Canada—February, 1971

	All-Items			Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
	Feb. 71	Jan. 71	Feb. 70							
					(1961 = 100)					
s, Nfld.	121.6	120.5	121.9	117.2	117.4	130.6	119.4	135.9	116.5	144.5
x	123.8	123.6	123.6	125.3	119.3	120.2	120.5	143.5	133.5	129.1
Jn	123.0	122.6	123.2	124.4	115.9	129.3	123.4	135.7	131.5	127.6
e	124.7	124.4	124.2	125.0	117.7	123.9	127.7	132.5	141.5	128.7
a	128.3	127.5	126.5	128.8	122.4	127.1	130.8	142.7	136.7	132.9
t	127.2	126.7	127.2	125.7	122.3	127.2	134.2	140.3	129.3	130.9
P	126.8	126.8	126.7	126.0	116.7	134.8	132.2	147.4	136.5	129.4
n-Regina	122.0	121.6	122.1	126.0	114.4	128.2	120.4	128.2	130.6	123.2
n-Calgary	127.3	126.4	123.7	131.7	119.5	128.1	125.3	145.6	136.7	125.2
er	125.5	124.5	121.4	130.2	118.9	127.9	127.4	136.9	127.1	118.9

Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Depar Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first thr in this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

Table G-1—Strikes and Lockouts, 1966-1971

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month: Strikes and Lockouts	Strikes and Lockouts in Existence During Month: Workers Involved	Duration in M: Man-Days	Pe E
1966	582	617	411,459	5,178,170	
1967	498	522	252,018	3,974,760	
1968	559	582	223,562	5,082,730	
1969	566	595	306,799	7,751,880	
†1970	501	540	261,187	6,539,560	
†1970 March	46	89	18,334	169,890	
April	65	114	36,282	431,180	
May	59	116	75,014	957,930	
June	42	116	62,134	788,910	
July	62	132	80,851	842,950	
August	46	118	70,738	620,060	
September	39	88	45,539	619,430	
October	34	84	60,862	758,820	
November	33	75	38,948	705,620	
December	8	48	34,359	427,150	
*1971—January	17	45	24,716	205,570	
February	29	61	25,616	176,980	
March	31	72	45,182	239,680	

† Revised * Preliminary.

Table G-2—Strikes and Lockouts, by Industry, March 1971, (Preliminary)

Industry	In Effect During Month: Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	—	2	320	7,360
Mines	2	3	1,610	16,820
Manufacturing	15	39	15,140	133,090
Construction	3	3	901	2,040
Transportation and utilities	1	1	290	290
Trade	2	9	238	5,510
Finance	-	—	—	
Service	6	12	25,264	48,320
Public administration	2	3	1,419	26,250
All Industries	31	72	45,182	239,680

Table G-3—Strikes and Lockouts, by Jurisd March 1971, (Preliminary)

Jurisdiction	In Effect During: Number Beginning During Month	Strikes and Lockouts	Workers Involved
Newfoundland	—	1	515
Prince Edward Island	—	—	—
Nova Scotia	1	1	403
New Brunswick	2	4	1,819
Québec	9	18	5,318
Ontario	9	24	9,958
Manitoba	1	1	16
Saskatchewan	1	1	156
Alberta	1	3	516
British Columbia	4	15	23,241
Federal	3	4	3,240
All Jurisdictions	31	72	45,182

-4—Strikes and Lockouts Involving 100 or More Workers, March 1971, (Preliminary)

Union	Workers Involved	Duration in Man-Days: March	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
y					
errien, Qué. — Carpenters Loc. 2725 (AFL-CIO/CLC)	103	2,370	6,280	Jan. 6 —	Wages—
estern Pulp ower Ltd., Alta. — Woodworkers Loc. 1-207 (AFL-CIO/CLC)	217	4,990	8,900	Feb. 3 —	Wages—
I					
n Bay Mining and ing Company, n, Man. — Various trades' unions	550	13,640	26,290	Jan. 27 —	Vacations, holidays, welfare plan —
L FUEL					
re Mines Ltd., re, Alta. — Mine Workers Loc. 7297 (Ind.)	260	780	780	Mar. 17 Mar. 20	Alleged firing of three workers— Return of workers.
reton Development oration, , Nova Scotia. — Mine Workers (Ind.)	800	2,400	2,400	Mar. 19 Mar. 24	Demotion of two workers—Return of workers pending further discussions.
acturing					
ND BEVERAGES					
rin Toastmaster, uver, B.C. — Bakery Workers Loc. 468 (CLC)	125	2,880	2,880	Mar. 1 —	Job security—
E					
ne Tire & ber Co. Ltd., ion, Ont. — Rubber Workers Loc. 113 (AFL-CIO/CLC)	1,176	8,230	8,230	Mar. 4 Mar. 15	Wages, fringe benefits—28¢ an hr. increase for all workers plus additional 10¢ for skilled 1st.-yr., 25¢ plus 5¢ 2nd.-yr., 26¢ the 3rd.-yr.; other improved benefits.
ER					
red Traders Ltd., e, Qué. — Clothing Workers' Federation (CNTU)	126	2,900	3,530	Feb. 22 —	Wages, retroactive pay, fringe benefits—
D					
r Ltée.. sion Maki, aki, Qué. — Building and Woodworkers' Federation (CNTU)	180	540	540	Mar. 29 —	Security of employment—

Table G-4—Strikes and Lockouts Involving 100 or More Workers, March 1971, (Preliminary) (Cor

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: March	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
FURNITURE AND FIXTURES						
Emanuel Products Limited, Toronto, Ontario.	Woodworkers Loc. 2700 (AFL-CIO/CLC)	200	4,600	5,400	Feb. 23	Wages, vacations, other
PAPER						
Continental Can of Canada Limited, Hamilton and Toronto, Ontario.	Steelworkers various locals (AFL-CIO/CLC)	1,232	16,020	16,160	Feb. 25 Mar. 17	Wages—Return of wor tlement terms not repor
Consolidated Bathurst Limited, Bathurst, N.B.	Various unions	805	810	810	Mar. 17 Mar. 18	Protesting removal of operations from Bath turn of workers.
New Brunswick International Paper Co., Dalhousie, N.B.	Pulp and Paper Mill Workers Loc. 146 (AFL-CIO/CLC)	900	1,800	1,800	Mar. 29	Job security—
Canadian International Paper, Gatineau, Qué.	Pulp and Paper Mill Workers Loc. 142 (AFL-CIO/CLC)	1,100	3,300	3,300	Mar. 29 —	Job security—
PRIMARY METALS						
Aluminum Co. of Canada Ltd., Richmond, B.C.	Steelworkers (AFL-CIO/CLC)	100	2,300	11,200	Oct. 23 —	Failure to negotiate a n ment—
Québec Iron Foundries, Mont-Joli, Qué.	Steelworkers Loc. 6506 (AFL-CIO/CLC)	110	1,100	1,100	Mar. 8 Mar. 22	Wages, fringe benefits— increase spread over 3 proved fringe benefits.
METAL FABRICATING						
Hawker Siddeley Canadian Bridge Div., Windsor, Ont.	Steelworkers Loc. 2471 (AFL-CIO/CLC)	500	11,500	38,000	Dec. 14 —	Wages, working conditi
Trane Co. of Canada, Toronto, Ont.	U.E. Loc. 512 (Ind.)	230	5,290	9,890	Feb. 1 —	Not reported—
American Can of Canada Ltd., Three locations, B.C.	Steelworkers various locals (AFL-CIO/CLC)	350	3,500	7,000	Feb. 15 Mar. 15	Wages in a master c $1.10 an hr. increase ov additional 40¢ an hr. benefits, improved pen
MACHINERY						
Jeffrey Manufacturing Co. Ltd., La Salle, Qué.	Auto Workers Loc. 1376 (CLC)	105	1,370	3,370	Feb. 2 Mar. 18	Wages, fringe benefits— increase over a 3-yr. co
Massey Ferguson Industries Ltd., Toronto and Brantford, Ont.	Auto Workers various locals (CLC)	3,500	7,000	7,000	Mar. 1 Mar. 3	Wages, other benefits— increases plus improve living benefits over a tract.

C-4—Strikes and Lockouts Involving 100 or More Workers, March 1971, (Preliminary) (Cont.)

Union	Workers Involved	Duration in Man-Days: March	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
SORTATION EQUIPMENT					
ial of Canada, Vlabury, Ont.	Auto Workers Loc. 1661 (CLC)	136	270	410	Feb. 26 Mar. 3	Alleged dismissal of two employees—Agreement reached, return of workers.
rie of Canada imed, on and lissauga, Ont.	Machinists Loc. 1295 (AFL-CIO/CLC)	630	14,490	14,490	Feb. 28 —	Conditions and terms for renewal agreement—
fax Naval ockyard, fax N.S.	Dockyard Trades and Labour Council	1,600	8,000	8,000	Mar. 7 Mar. 15	Protesting wage disparity between East and West coast workers—37¢ per hr. increase the first yr., 37¢ per hr. second yr.; $520 retroactive pay from Oct. 1, 1970 to Mar. 30, 1971.
Pistolite Company, t dward, Ont.	Auto Workers Locs. 456 & 421 (CLC)	525	9,450	9,450	Mar. 8 —	Wages, fringe benefits—
TICAL PRODUCTS					
thn Electric o. td., de, Ont.	Auto Workers Loc. 27 (CLC)	913	18,260	18,260	Mar. 4 —	Failure to reach agreement—
tuction					
rr Rogers arda Ltd., hld Valley, B.C.	Various trades' unions	470	710	710	Mar. 2 Mar. 4	"Internal" union matter—Return of most workers on notification from their unions.
ior construction ontractors, t-Is, Qué.	Building and Woodworkers' Federation (CNTU)	275	1,100	1,100	Mar. 16 Mar. 22	Non-payment of increases eff. Jan. 1, 1971—Return of workers, payment to be provided immediately.
. ampbell & ssciates, ka on, Sask.	Labourers Loc. 890 (AFL-CIO/CLC)	156	230	230	Mar. 22 Mar. 23	Hiring workers from another union by sub-contractor—Agreement signed, employer agreed to hire union workers for general construction work.
sportation Utilities					
NSORTATION					
ptive Transport abur Relations ssciation, vide-wide, B.C.	Teamsters various locals (Ind.)	3,500	—	21,000	Feb. 19 Mar. 1	Failure to agree on new contract—Return of workers on provincial government order.
&CN, vide-wide, B.C.	Locomotive Engineers (Ind.)	290	290	290	Mar. 29 Mar. 30	Wages, vacations, statutory holidays, medical coverage, job differentials, other benefits—Return of workers.

Table G-4—Strikes and Lockouts Involving 100 or More Workers, March 1971, (Preliminary)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: March	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Service						
EDUCATION						
Various school boards (Rotating), Various locations, Qué.	Various teachers' unions	1,000	1,500	66,060	Jan. 25 —	Reclassification—
Government of Newfoundland, Various locations, Newfoundland.	Newfoundland Teachers' Association	515	11,850	16,480	Feb. 12 —	Wages—
Lambton County Board of Education, Sarnia, Ont.	Public Employees Locs. 1019 & 986 (CLC)	250	5,500	5,500	Mar. 1 —	Wages, contracting out—
University of Quebec, Montreal, Qué.	Public Employees (CLC)	400	400	400	Mar. 17 Mar. 18	Wages in a first agreem turn of workers.
Government of British Columbia, Province-wide, B.C.	B.C. Teachers' Federation	22,000	22,000	22,000	Mar. 19 Mar. 19	Pension level of retired t union security—Retu teachers.
University of Québec, Montreal, Qué.	Public Employees (CLC)	400	800	800	Mar. 30 —	Pension fund, holiday schedules, other matters
HEALTH AND WELFARE						
Hôpital Laval, Québec, Qué.	Service Employees' Federation (CNTU)	300	2,640	2,640	Mar. 22 —	Working conditions—
PERSONAL SERVICES						
Hamilton Hotel Association, Hamilton, Ont.	Hotel Employees Loc. 197 (AFL-CIO/CLC)	240	1,440	7,200	Feb. 1 Mar. 8	Wages, hours—10¢ an crease immediately, 15¢ 1972, 15¢ Mar. 8, 1973.
Public Administration						
PROVINCIAL ADMINISTRATION						
Government of Québec, Province-wide, Qué.	Service Employees' Federation (CNTU)	1,000	23,000	25,000	Feb. 25 —	Wages, security of emplo
LOCAL ADMINISTRATION						
Corporation of the City of Halifax, Halifax, N.S.	Public Employees Locs. 108 & 449 (CLC)	403	3,230	3,230	Mar. 18 —	Wages—

*Federal jurisdiction.

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